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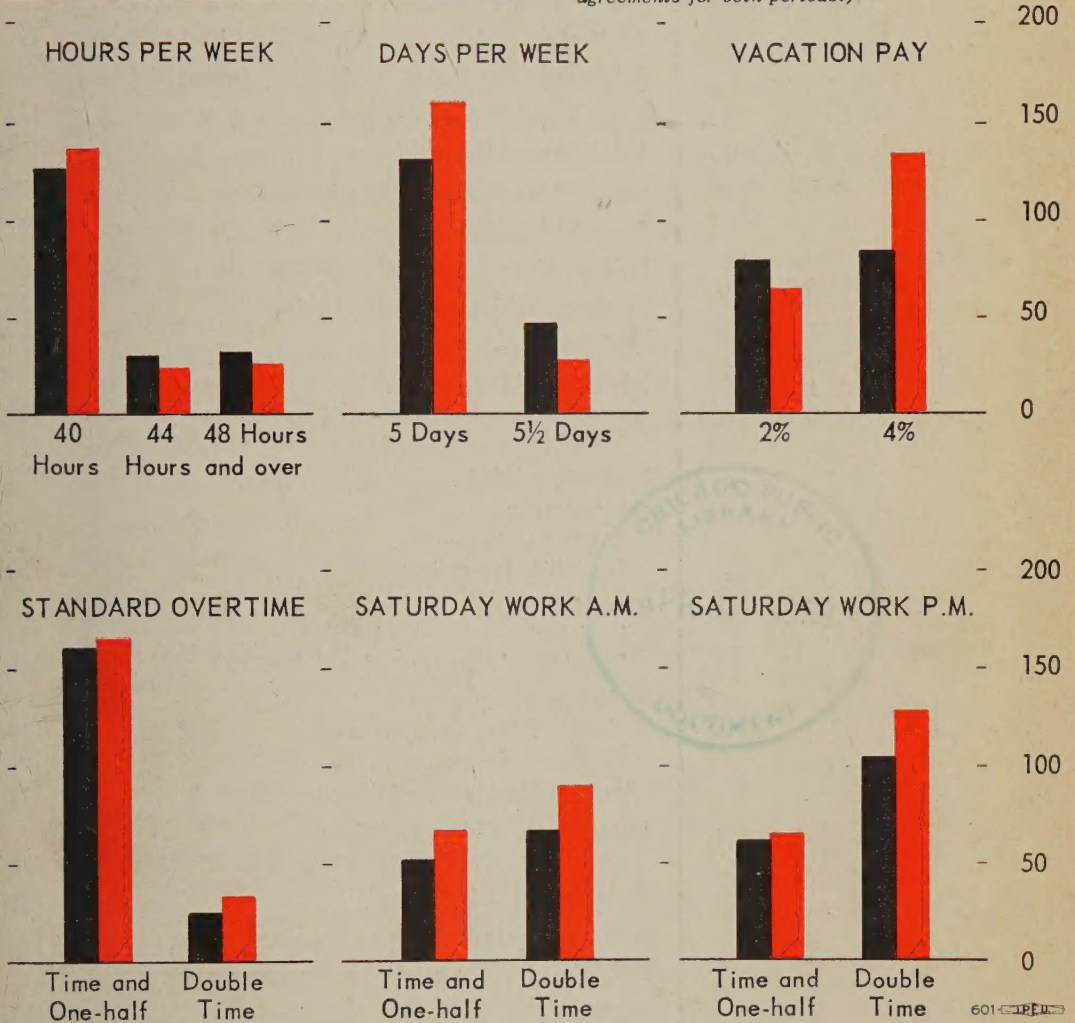
ABOUT AZETTE

Examination of COLLECTIVE AGREEMENTS FOR EIGHT CONSTRUCTION TRADES, in 36 localities across Canada, reveal substantial improvements in selected working conditions since 1954.....

■ 1954 - 55

■ 1958 - 59

(Charts based on examination of the same 278 agreements for both periods.)



Working Conditions, 8 Construction Trades (p. 178)

THE LABOUR GAZETTE

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CURRENT MANPOWER AND LABOUR RELATIONS REVIEW

ECONOMICS AND RESEARCH BRANCH

FEBRUARY 15, 1959

Current Manpower Situation

The usual winter layoffs resulted in an employment drop of 142,000 between early December and mid-January. This brought the estimated total of persons with jobs to 5,538,000, about 88,000 more than a year before. Seasonal slackness in trade, construction, agriculture and manufacturing accounted for most of the decline in January. In almost all of these industries (trade was an exception) the decline was relatively small. In fact, the total decrease was smaller than in any comparable month of the past four years. Non-farm employment was up some 119,000 and farm employment down 31,000 compared with January 1958.

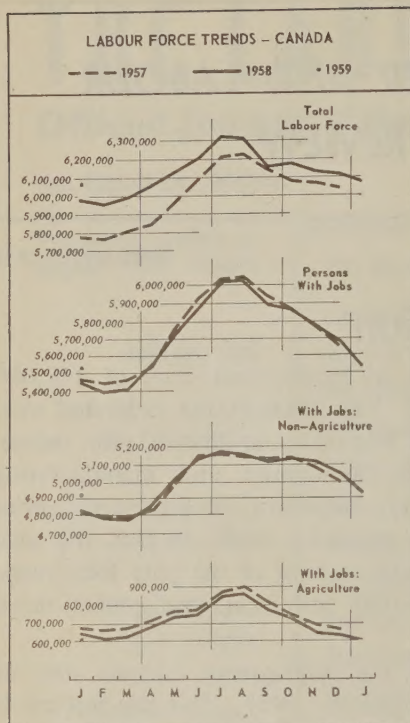
After correcting for seasonal changes, the employment estimate was for the first time above the previous high of September 1957. This rise represents a fairly sharp change from the fluctuating but generally stable level that prevailed in the last half of 1958. It reflects, in part, the upswing in activity following the fourth quarter strike settlements, particularly those involving the Steel Company of Canada and the International Nickel Company.

In addition, there are indications of a more general strengthening in demand. Labour income, on a seasonally-adjusted basis, rose more sharply in November than it has for more than a year and retail sales in the fourth quarter were 6 per cent higher than in the third quarter; motor vehicles played an important part in this rise, sales being up 18 per cent. Exports also showed some strengthening in the fourth quarter. In December there were substantial gains from a year earlier in exports of newsprint, woodpulp, lumber, zinc and uranium.

The increase in export and domestic demand for lumber, pulp and newsprint has reacted on the logging industry. In British Columbia particularly, logging employment is sharply higher than last year, and although most camps were shut down by the weather in January, an early upturn was expected. In Eastern Canada activity in the woods has been higher than last winter in most parts of Quebec but lower in other provinces.

As outlined more fully below, the construction industry has shown considerably more strength this winter than last. The main sustaining force continues to be the high level of housebuilding, but there are some signs of a pickup in the non-residential sector.

A fairly marked rise in the production of automobiles and other consumer goods, together with the strike settlements, has been the important source of improvement in the manufacturing employment picture.



The inventory reduction in over-all terms that had been in progress for about a year came to a halt in the last half of 1958. This is now helping the pick-up in business conditions. In consumer goods manufacturing generally, employers have expressed confidence that high levels of production and employment will continue during the first part of 1959. Less optimism prevailed among manufacturers of producer goods, notably in ship-building, railway rolling stock, aircraft, machinery and heavy electrical apparatus. Layoffs during January were small and scattered but few employers in these industries looked for large employment gains in the near future.

Unemployment, although still substantial, continued to rise more slowly than last year. The number of persons without jobs and seeking work was estimated to be 538,000 in January, 98,000 more than in December and 11,000 higher than a year earlier. The number seeking work was 8.9 per cent of the

labour force compared with 8.8 per cent a year earlier. Those on temporary layoffs numbered 39,000, some 13,000 fewer than a year ago. The number working less than a full week because of short time and turnover was down to 78,000 from 104,000 last January.

The relatively high level of unemployment that has prevailed since the beginning of 1958 is reflected in the current estimates of duration of unemployment. Out of the estimated total of 538,000 jobless in January 1959, some 151,000 or 28 per cent had been looking for work for more than three months, and 58,000 (11 per cent) had been seeking work for more than six months. A year earlier, 112,000 (21 per cent) had been seeking work for more than three months and 31,000 (6 per cent) for more than six months. Both years compared unfavourably with the busy winter of 1956-57; in January 1957, only 3 per cent of a much smaller total number of job seekers were out of work for more than six months.

Construction in 1958

Construction employment was maintained at a high level in 1958, despite the downward pressures in some sectors of the industry. The estimated value of all types of construction amounted to more than \$7 billion, an increase of 3 per cent over 1957. Construction employment averaged an estimated 433,000 for the year, down a little more than 2 per cent from the year before, but almost 4 per cent higher than in 1956.

The composition of the construction program changed considerably during 1958. Industrial and commercial structures and pipeline construction registered fairly sharp declines, reversing the pattern of the past few years. Residential and institutional building, on the other hand, showed prominent advances.

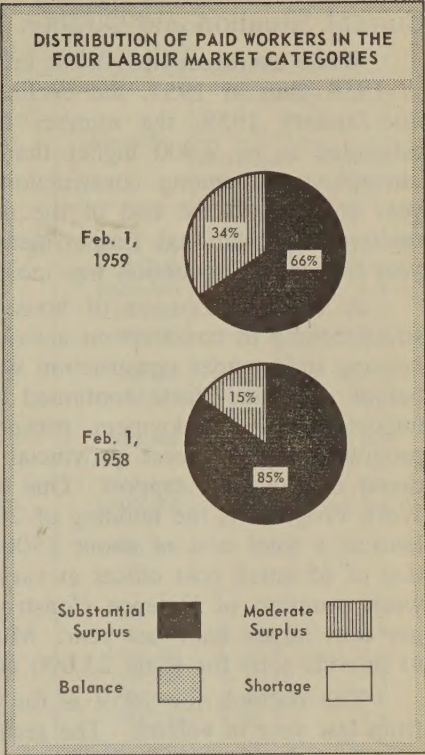
Housing accounted for 28 per cent of total construction expenditures in 1958. In the previous year this sector of construction constituted only 23 per cent of the total program. Housing starts soared to 163,000 units during the year, about 18 per cent higher than the previous record in 1955. Outlays for waterworks, sewers and land development increased markedly during 1958 as a direct result of the expansion in housing.

Weaknesses in the resource-based industries were responsible for a sharp decline in investment in the business sector. Outlays in the forest and mineral products industries were only about half as large as in 1957. Fuel and power showed a more moderate decline of 11 per cent. It will be remembered that these four industry groups were principally responsible for the investment expansion during 1956 and 1957. The recent decline in investment in the commodity-producing industries was brought about by an easing in world demand for certain primary manufactured products, notably base metals. Consequently, any upturn in this sector of construction will be conditioned to a considerable extent by external influences. Outlays for fuel and power facilities declined during 1958, projects undertaken during the year not being as large as those which were completed.

Public works expenditures were an important source of employment strength during the past year. Outlays by federal, provincial and local governments were estimated to have risen close to 7 per cent over the previous year. Larger expenditures by government enterprises and increased outlays on municipal waterworks, sewage systems, bridges and government office buildings accounted for most of the increase. Street and highway construction, which accounts for more than one-third of total investment in the public sector, was maintained at much the same level as in previous years.

The shift in emphasis in the type of construction carried out in 1958 was accompanied by important regional and local changes in the distribution of the program. Urban development accounted for a larger share of total construction expenditures last year, in contrast with rural and resources development, which highlighted the investment pattern of earlier years. These changes in the make-up of the program provided a more uniform distribution of job opportunities and resulted in a greater utilization of local labour.

The construction labour force showed a more normal growth pattern in 1958 after the rapid rate of expansion in the previous year, an expansion made possible, in part, by heavy immigration and, in part, by the relatively high wage scale prevailing in the industry. Average hourly earnings in building and engineering construction rose to \$1.93 in 1958, which was 28 cents higher than average hourly earnings in manufacturing.



Current Situation and Outlook

While average employment in the construction industry was slightly lower in 1958 than in 1957, the decline this winter has been much smaller. By mid-January 1959, the number of workers employed in construction was estimated to be 9,000 higher than at the corresponding date last year, and unemployment among construction workers was considerably lower than a year earlier. At the end of the month the number of construction workers registered at National Employment Service offices was 4,000 lower than a year before; the reduction was most apparent among skilled workers.

A record carryover of housebuilding contributed largely to the recent strengthening in construction activity. At the turn of the year the number of housing units under construction was almost one-quarter higher than the year before. Housing starts continued at a high rate, which fact is of particular importance to employment prospects later this winter. The winter work programs of the federal, provincial and municipal governments provided additional employment support. One aspect of the federal government's Winter Work Program is the building of 20 fishing "community stages" in Newfoundland at a total cost of about \$500,000. Other projects include the construction of 65 small post offices at various centres across the country. The winter work program of Defence Construction Limited was estimated to be 25-30 per cent larger than last year. Municipal winter work projects are expected to provide jobs for some 25,000 additional workers this season.

The outlook for 1959 is for a construction program not very different from last year in volume. The record volume of new houses started in recent months assures a high level of employment in this large section of the construction industry through most of the year. The increase in new houses, in turn, will necessitate additional outlays on community services, roads and highways, commercial enterprises and institutions. Expansion will be slowed down by the completion of such projects as the St. Lawrence Seaway, the Trans-Canada pipeline and uranium mining developments, and the reduced number of large new projects to replace them. However, significant gains in investment have been apparent in other parts of the business sector; these may well become more widespread as recovery in Canada and the United States gains momentum.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Feb. 1, 1959	Feb. 1, 1958	Feb. 1, 1959	Feb. 1, 1958	Feb. 1, 1959	Feb. 1, 1958	Feb. 1, 1959	Feb. 1, 1958
Metropolitan.....	8	10	4	2	—	—	—	—
Major Industrial.....	18	20	8	6	—	—	—	—
Major Agricultural.....	8	9	6	5	—	—	—	—
Minor.....	44	47	13	10	1	1	—	—
Total.....	78	86	31	23	1	1	—	—

* See inside back cover, October 1958 issue.

Current Labour Statistics

(Latest available statistics as of February 10, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Jan. 17	6,076,000	— 0.7	+ 1.7
Total persons with jobs.....	Jan. 17	5,538,000	— 2.5	+ 1.6
At work 35 hours or more.....	Jan. 17	4,825,000	— 1.2	+ 2.8
At work less than 35 hours.....	Jan. 17	532,000	— 14.8	— 4.7
With jobs but not at work.....	Jan. 17	181,000	+ 5.2	— 8.6
With jobs but on short time.....	Jan. 17	54,000	+ 20.0	— 29.0
On temporary layoff for the full week.....	Jan. 17	40,000	+ 48.1	— 23.1
Persons without jobs and seeking work.....	Jan. 17	538,000	+ 22.3	+ 2.1
Persons with jobs in agriculture.....	Jan. 17	605,000	— 4.4	— 4.9
Persons with jobs in non-agriculture.....	Jan. 17	4,933,000	— 2.3	+ 2.5
Total paid workers.....	Jan. 17	4,480,000	— 2.6	+ 2.5
Registered for work, NES (b)				
Atlantic.....	Jan. 15	104,700	+ 46.0	— 4.9
Quebec.....	Jan. 15	249,000	+ 41.6	— 0.9
Ontario.....	Jan. 15	230,100	+ 28.9	— 1.4
Prairie.....	Jan. 15	104,900	+ 31.9	— 3.3
Pacific.....	Jan. 15	87,000	+ 26.6	— 12.8
Total, all regions.....	Jan. 15	775,700	+ 35.1	— 3.4
Claimants for Unemployment Insurance benefit.....	Dec. 31	714,954	+ 70.5	— 3.9
Amount of benefit payments.....	December	\$33,558,826	+ 58.8	+ 5.1
Industrial employment (1949 = 100).....	Dec. 1	119.1	— 0.8	— 2.8
Manufacturing employment (1949 = 100).....	Dec. 1	109.6	— 0.5	— 3.3
Immigration.....	1st 9 mos.	100,131	—	— 59.0(c)
Destined to the labour force.....	1st 9 mos.	52,455	—	— 61.3 (c)
<i>Conciliation Services</i>				
Number of cases in progress.....	November	845	— 2.7	+ 35.6
Number of workers involved.....	November	216,224	+ 6.3	+ 163.2
<i>Strikes and Lockouts</i>				
No. of strikes and lockouts.....	January	38	+ 22.6	+ 65.2
No. of workers involved.....	January	13,739	+ 75.8	+ 46.7
No. of days lost.....	January	158,730	— 34.7	— 6.6
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Dec. 1	\$71.56	+ 0.6	+ 3.4
Average hourly earnings (mfg.).....	Dec. 1	\$1.67	+ 1.0	+ 2.3
Average hours worked per week (mfg.).....	Dec. 1	40.9	+ 0.2	+ 0.7
Average weekly earnings (mfg.).....	Dec. 1	\$68.38	+ 1.3	+ 3.0
Consumer price index (av. 1949 = 100).....	Jan. 1	126.1	— 0.1	+ 2.2
Real weekly earnings (mfg. av. 1949 = 100).....	Dec. 1	129.9	+ 1.3	+ 0.5
Total labour income.....\$000,000	November	1,386	— 0.3	+ 3.0
<i>Industrial Production</i>				
Total (average 1949 = 100).....	December	148.2	— 6.9	+ 3.9
Manufacturing.....	December	132.6	— 8.8	+ 3.9
Durables.....	December	130.2	— 6.7	+ 1.2
Non-Durables.....	December	134.6	— 10.5	+ 6.2

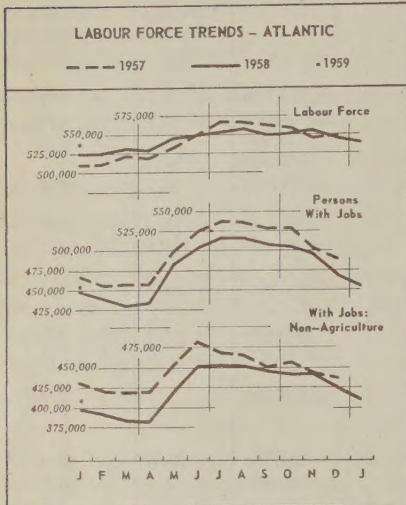
(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October issue.

(b) See inside back cover, October issue.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Manpower Situation in Local Areas

ATLANTIC



A further employment decline occurred in the Atlantic region during January as the level of seasonal activity approached its annual low point. The construction industry accounted for most of the employment decline during the month, though seasonal slackening also occurred in fishing and certain parts of manufacturing. Strike activity interrupted logging operations in Newfoundland, principally in the Grand Falls area where the dispute resulted in the closure of all logging camps operated by the Anglo-Newfoundland Development Company. Elsewhere in the region the logging industry was quite active. Total manufacturing employment changed very little during the month as employment expansion in the transportation equipment industry was largely offset by a number

of small layoffs in other parts of manufacturing.

Persons with jobs were estimated at 456,000 in mid-January, some 12,000 fewer than in mid-December but 7,000 more than a year before. The year-to-year employment gain was largely concentrated in forestry and construction. Manufacturing employment continued below the corresponding date in 1958 owing to weaknesses in the pulp and paper and steel products industries.

Unemployment increased more slowly in January than in the same month last year. The increase in unemployment was fairly evenly distributed throughout the region. At February 1, the area classification was unchanged from a month earlier and a year before. Nineteen of the 21 areas were in the substantial surplus category; two were in moderate surplus.

Local Area Developments

Halifax (metropolitan) remained in Group 2. Employment held up fairly well in this area despite severe winter weather conditions. The construction industry was more active than a year ago and prospects were good that this trend would continue. Municipal winter work projects together with a heavy carry-over of work under construction at the end of 1958 resulted in total construction employment being about 5 per cent higher than a year earlier. Lumber production reached a somewhat higher level than last year, principally because of an improvement in the domestic lumber market. Total manufacturing employment changed little during the month; it was at about the same level as a year ago. The Halifax shipyards recalled some 150 workers in January but the improvement in this industry was largely offset by lay-offs at the local pulp mill.

CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY 1, 1959

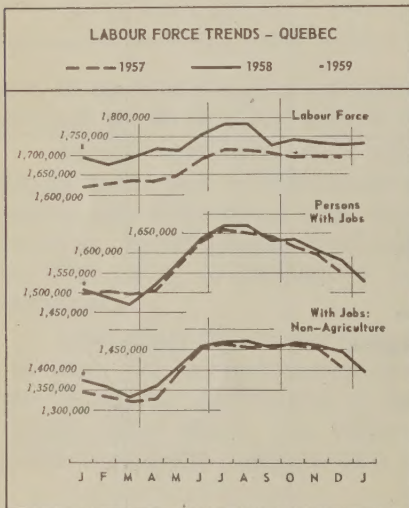
	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Edmonton HAMILTON ← Montréal Québec-Lévis St. John's Vancouver-New Westminster WINNIPEG ← Windsor	Calgary Halifax Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Cornwall Farnham-Granby Ft. William-Pt. Arthur Joliette Lac St.-Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or SARNIA ← Shawinigan Sherbrooke Sudbury Sydney TIMMINS-KIRKLAND LAKE ← Trois-Rivières	Brantford Guelph Kingston Kitchener London Oshawa Saint John Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown CHATHAM ← LETHBRIDGE ← North Battleford PRINCE ALBERT ← Rivière-du-Loup Thetford Mines-Megantic- St.-Georges Yorkton	Barrie Brandon Moose Jaw Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois BELLEVILLE-TRENTON ← Bracebridge Bridgewater Campbellton CENTRAL VANCOUVER ISLAND ← Chilliwack CRANBROOK ← Dauphin Dawson Creek Drummondville Edmundston Fredericton Gaspé Grand Falls KAMLOOPS ← Kentville LACHUTE-STE- THERÈSE ← LINDSAY ← Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie Prince George Prince Rupert Quebec North Shore Rimouski Ste.-Agathe-St.-Jérôme St. Stephen SAULT STE. MARIE ← SIMCOE ← Summerside Sorel TRAIL-NELSON ← Truro Valleyfield Victoriaville Weyburn Woodstock, N.B. Yarmouth	Brampton Drumheller Galt Goderich Listowel Medicine Hat St.-Hyacinthe St.-Jean St. Thomas Stratford Swift Current Walkerton Woodstock-Ingersoll	Kitimat	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover, October 1958 issue.

St. John's (metropolitan) remained in Group 1. Seasonal staff reductions in the construction industry resulted in a sharp increase in unemployment. While the volume of construction planned for this winter was substantially larger than last year, weather conditions hampered building activity throughout the area during January. Manufacturing employment showed little over-all change during the month as layoffs at the local paper products plant were offset by renewed activity in textiles. Some 65 workers were released by Atlantic Hardboard Industries Limited following a fire which completely destroyed the plant. Total industrial employment was virtually the same as the year before.

Saint John (major industrial) remained in Group 2. Employment increased and unemployment declined during January following an upturn in activity at the Saint John Dry Dock. The construction industry was another major source of strength. Registrations of construction workers declined during the month, reversing the usual pattern at this time of year. The year-to-year comparison shows a 19-per-cent decline in registrations of construction workers. The over-all employment situation showed considerable improvement over a year ago.

QUEBEC



In the week ending January 17, 1959, the number of persons with jobs in the Quebec region was estimated at 1,527,000, some 51,000 fewer than in the previous month but 16,000 more than in the previous year. Most of the decline during January occurred in non-farm industries.

Unemployment increased during the month and remained at a higher level than a year ago. Seasonal declines in outdoor activities were mainly responsible for the over-all drop in employment during the month. Severe weather conditions generally reduced construction activity, affecting both road and bridge building and new housing. The number of residential units under construction,

however, was much higher than a year ago. In forestry, employment remained higher than in the previous year, in spite of adverse weather conditions which caused operations to slow down in many areas. Conditions in the textile industry showed further improvement as activities in both primary and secondary textile plants increased. Weaknesses continued in machinery manufacturing, aircraft, railway rolling stock and electrical apparatus industries. On the other hand, there was some rehiring in primary iron and steel plants and in shipbuilding.

Employment in Quebec has been maintained at a fairly stable level during the past few months as the result of significant gains in some of the major industries. Forestry, in particular, has shown surprising strength. From November on, employment in this industry was higher than a year earlier, though

still low in relation to previous years. However, the increase in November and December (contrasting with the declines of the same months last winter) did much to ease unemployment in rural areas.

The gain in forestry employment reflected increased export of pulp and paper and reduced inventories. A substantial strengthening has taken place in newsprint production, which was 1 per cent lower than a year earlier in October but almost 10 per cent higher in December. Increased activity in the pulp and paper industry was also reflected in longer hours worked. In October the number of weekly hours worked in the industry was one hour less than a year earlier, but by December the work week was one hour longer.

Textiles was another industry which has shown much improvement. Although in October employment was more than 3.5 per cent down from a year earlier, this difference had been almost eliminated by December, and the average work week showed a gain of one-half hour over the year. Reports from all textile areas in the province indicate that during January the usual winter layoff period was much shorter than last year.

At the beginning of February the classification of the 24 areas in the region was as follows (last year's figures in brackets): in substantial surplus 22 (23); in moderate surplus 2 (1).

Local Area Developments

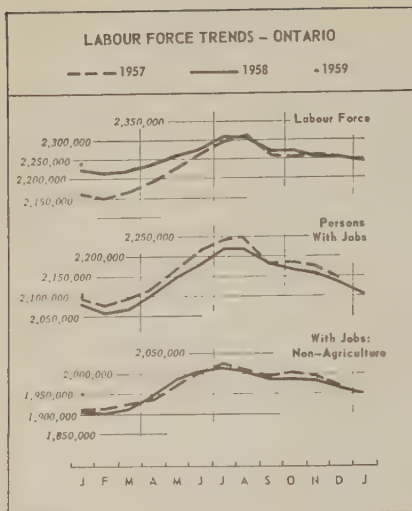
Montreal (metropolitan) remained in Group 1. Unemployment rose in Montreal during the month and was higher than last year at this time. During the last quarter of 1958, employment, seasonally adjusted, remained almost stationary in Montreal, mainly because higher activity in construction offset continuing weaknesses in some manufacturing industries. Although machinery manufacturing, railway rolling stock, electrical apparatus and aircraft production declined further, primary and secondary textile plants showed improvement.

Quebec (metropolitan) remained in Group 1. Due to seasonal factors, unemployment increased in the Quebec area but was lower than a year ago. Industrial employment increased markedly during the last quarter of 1958. Greatly increased activity in forestry and a high level in construction were the main contributing factors.

ONTARIO

Employment in Ontario declined during the month but the rate of decline was much lower than a year earlier. The number of persons with jobs at January 17 was estimated to be 2,102,000, a drop of 30,000 from the previous month but some 22,000 more than a year ago. More than half of the month-to-month decline occurred in non-agricultural industries; over the year, however, non-agricultural employment has risen by 40,000 while farm employment has declined by 18,000. Unemployment increased during the month but, for the first time in almost two years, was fractionally lower than a year earlier.

The decline in employment during the month was almost entirely of a seasonal nature. Severe weather conditions sharply curtailed outdoor activities, resulting in a decline in construction, particularly in the residential sector. Nevertheless, housebuilding in Ontario was at a high level for this time of year. In most areas construction activity is expected to pick up sharply as soon as weather conditions permit. Employment cutbacks also took place in trade,



following the Christmas and New Year high-employment season. Manufacturing continued its upward trend, although it has not yet recovered all the ground lost since last year.

The general economic picture appears to be brighter than in January last year. Among the leading industries which report continuous monthly gains, the primary steel industry shows the most noticeable recovery; at the end of January, this industry was operating at nearly 90 per cent of capacity. In the iron and steel products group, home appliances and small machinery and equipment showed new strength, and production of agricultural implements continued at a high level. The automobile industry suffered a temporary setback, due to a strike at Chrysler's Windsor plant; as a result, January output declined from the previous month but nevertheless was 5 per cent above last year's level. The most notable negative development of the month was the closing down of part of the uranium mines at Elliot Lake, due to overproduction.

Local Area Developments

Metropolitan Areas with Unchanged Classification: Toronto (Group 2)—Adverse weather conditions were mainly responsible for an increase in registrations at National Employment Service offices during the month, which were, however, lower than a year ago.

Employment in manufacturing improved. In the iron and steel industry there was increased activity in fabricated steel, agricultural implements, boiler and sheet metal production, whereas layoffs occurred in iron casting plants. The radio parts and home appliances industries were active. **Ottawa-Hull (Group 2)**—Unemployment increased during the month and was slightly higher than a year ago. The increase was mainly due to severe weather conditions, which reduced activity in construction and forestry. The other industries showed little change. Employment in the area was about the same or slightly higher than last year. **Windsor (Group 1)**—Unemployment declined during the month and showed a sharp drop from last year. A strike at the Chrysler plant made nearly 3,600 workers temporarily idle. More workers were employed on construction jobs this year than at the same time a year ago.

Metropolitan Area Reclassified from Group 2 to Group 1: Hamilton—Unemployment increased during the month, mainly as a result of declines in construction activity. In spite of this decline, the general economic situation showed improvement and total employment was higher than the year before. There were no large layoffs, and near the end of the month the demand for labour was on the increase. Signs of new strength were noticeable particularly in the iron and steel industry.

Major Industrial Areas Reclassified from Group 2 to Group 1: Sarnia and Timmins-Kirkland Lake—Seasonal declines in construction, transportation and

fishing, and a temporary drop in forestry operations, brought the areas into the substantial surplus category.

Chatham (major agricultural) was reclassified from Group 2 to Group 1 due to a seasonal slowdown in construction, agriculture and food processing.

Minor Areas Reclassified from Group 2 to Group 1: *Belleville-Trenton, Lindsay, Sault Ste. Marie and Simcoe.*

PRAIRIE

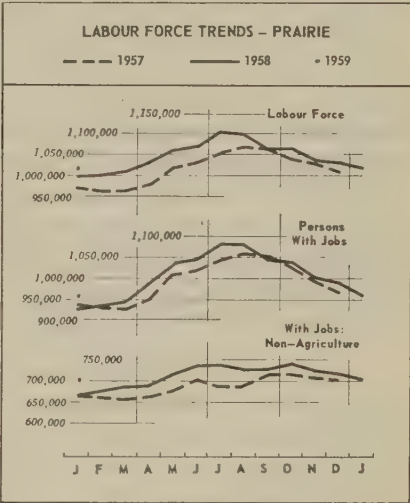
The advance of winter was accompanied by unusually severe weather in January. In spite of this, the seasonal decline in employment was appreciably smaller than at the same time last year. The estimate of total employment on January 17, at 961,000, was lower by 27,000 than the figure for the month before but up by 33,000 from the same time a year earlier. The year-to-year gain in non-agricultural employment was 38,000.

Construction, although hindered by the prolonged adverse weather conditions, remained at a much higher level of activity than last year. It continued to be a major factor in the recovery of total employment. Employment in the trade, service, and finance occupations held the gains made through the past year. Manufacturing generally remained stable during the month.

Oil production continued strong in the eastern half of the region and a comeback in Alberta began to make itself felt. Exploitation of other minerals also held steady at the higher rates achieved in 1958, a year in which Saskatchewan moved into fourth place in total mineral production by provinces. Coal production in the Crowsnest Pass district increased seasonally.

Enrolment at vocational training institutions in all provinces was heavy. Workers were taking advantage of the opportunity to acquire skills in welding, automobile maintenance, and other trades in which shortages exist. Participation by unemployed civilians in the Dominion-Provincial Vocational Training Plan was 70 per cent higher at the beginning of the month than a year earlier. The total to receive training in the 1958-59 term is 43 per cent above the preceding term.

Unemployment increased much less in January than in the same month of 1958, and at month-end was decidedly smaller. The January reclassification of the 20 labour market areas in the region placed three into categories denoting increased unemployment. On February 1 the classification was as follows (last year's figures in brackets): in substantial surplus 11 (15); in moderate surplus 9 (5).



Local Area Developments

Calgary (metropolitan) remained in Group 2. Employment was sustained by the very high rate of construction, estimated to be 13 per cent higher than a year earlier. The severe weather increased the demand of livestock farms for

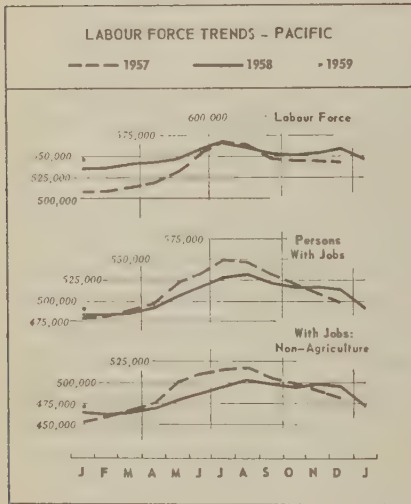
workers. Shortages of some skilled workers such as mechanics, draughtsmen and surveyors persisted.

Edmonton (metropolitan) remained in Group 1. Except for some seasonal slackening in activity there was little change in the month. The weather and a local labour dispute affected construction, and the volume of meat processing was slightly reduced. Forestry in the neighbouring districts held up well and sawmills were working two shifts. Sawyers and edgemen were in short supply.

Winnipeg (metropolitan) was reclassified from Group 2 to Group 1. The surplus of construction workers increased in the month and retail and mail-order establishments reduced staffs after stock-taking and early clearance sales were completed. An increase of about 50 per cent in the value of field crops harvested in Manitoba was reflected in an improved employment situation in Winnipeg. Registrations at the National Employment Service office were 11 per cent lower at the end of January than a year earlier.

Fort William-Port Arthur (major industrial) remained in Group 1. Forestry employment continued low, and some railway and terminal elevator workers were released because of reduced grain shipments from the prairies. Unemployment was higher than at the beginning of 1958.

PACIFIC



A heavy snowfall caused a sharp cutback in logging and other outdoor activities during December and January. Employment prospects for the spring were considerably brighter than last year. At mid-January employment was estimated to be 492,000, down 22,000 from December but up 10,000 from a year ago. A large part of the increase over last year was in forestry and lumber production, which along with housebuilding and municipal works have been the main contribution to the relatively strong demand for labour this winter. Employment in most other industries, including non-residential construction, shipbuilding, and iron and steel products, was well down from a year earlier and no early improvement is foreseen.

Average employment in manufacturing (adjusted for strikes) during 1958 was 6 per cent lower than 1957. This gap had been virtually removed at the year-end, and reports from the region indicate little change in this relative position during January. Sawmills and plywood manufacturing plants continued to operate at as close to capacity as the weather would allow, except in the eastern parts of the region where labour disputes closed down a number of operations. There was some minor improvement in the pulp and paper industry during January, one plant reopening after a lengthy shutdown. In the shipbuilding industry a number of provincial and federal government orders have improved the employment outlook, although the rehiring of

workers in any significant volume was still some months away. Some rehiring was reported at the smelting plants in Trail and Kitimat, although staffs in both areas were still below the level of last year.

Unemployment in the area passed its peak during the month. It was considerably lower last winter in Vancouver and the logging areas of Vancouver Island, but about the same or slightly higher elsewhere. The classification of the 11 labour market areas in the region at the beginning of February was the same as a year earlier; in substantial surplus 9; in moderate surplus 1; in balance 1.

Local Area Developments

Vancouver (metropolitan) remained in Group 1. The number of registrations at the three National Employment Service offices in the area reached a peak at mid-month and declined slightly thereafter. Loggers who had moved into Vancouver during the winter shutdown were being recalled and forecasts by most major employers in the lumber industry indicated continued gains in 1959. Foundries, machine shops and sheet metal firms were operating well below capacity; short work weeks were in effect in several plants. The period was marked by the opening of a new plant producing pipe and other copper products; the initial complement was 125 workers.

Victoria (major industrial) remained in Group 2. Employment in December was somewhat lower than last year; layoffs in shipbuilding offset gains in lumber manufacturing. Building construction was brought to a halt by snowfall and heavy rain early in the month, but was underway again at month-end; plasterers and skilled bench hands were in short supply. There was a further layoff of 125 men at two shipyards in the area. Work on new shipbuilding contracts is in progress but no significant buildup of employment is expected for some weeks. Logging operations were almost back to normal at the end of the month. Sawmills, shingle mills and plywood plants were all at a high level of production. Unemployment was slightly higher than last January.

THE BARGAINING SCENE FEBRUARY 15, 1959

Bargaining Units of 1,000 or More Employees

January 1, 1959 to March 31, 1959

	<i>Agreements</i>	<i>Workers</i>
In Negotiations and Terminating in Period	96	251,000
Bargaining carried over from December	62	176,195
Terminating in period Jan. 1-March 31	34	74,805
Settlements Achieved Jan. 15-Feb. 15	14	53,835
Negotiations Continuing at Feb. 15	73	176,833
Bargaining in progress	43	97,855
Conciliation in progress	19	49,368
Post Conciliation	2	6,004
Work Stoppage	3	7,200
Arbitration	6	14,406
Negotiations not yet begun	9	20,332

Labour-Management Relations

General Review

Two- and three-year agreements were the rule in recent settlements affecting 1,000 or more employees. Most of these agreements provided a combination of an immediate increase in pay plus one or more deferred increases, while some embodied increases retroactive to a date many months ago in 1958. Important agreements were reached in the stevedoring, pulp and paper, hydro electric power, railway transportation, automobile, farm implement, clothing manufacturing, and other industries.

In contrast were two strikes, each affecting at least 1,000 workers, which began last December and continued over the period under review. They were in radio-television broadcasting and in logging.

Recent Settlements

A major settlement was the recent agreement between the Ontario Hydro Electric Power Commission and the Ontario Hydro Employees' Association, an affiliate of the National Union of Public Service Employees. The agreement, affecting approximately 11,000 employees, was made retroactive to April 1, 1958. Tradesmen received a retroactive wage increase of $1\frac{1}{2}$ per cent, followed by a further 2 per cent effective from January 1, 1959, and $\frac{1}{2}$ per cent later this year. Salaried employees will also receive a series of percentage increases, all but the first of which are tied in with the implementation of a job evaluation plan.

The United Automobile Workers union was involved in two important settlements in the period under review. The agreement with the Chrysler Corporation was reached after a seven-day strike. The sole cause of the walkout was apparently the company's wish to retire employees between the ages of 60 and 65 at its discretion. Management finally agreed that age alone would not be the cause for such retirement. Like the Ford and General Motors settlements, the agreement, expiring November 15, 1961, provides annual increases over the next three years of 6 cents an hour or $2\frac{1}{2}$ per cent, whichever is greater, and the cost-of-living formula has been altered to allow a one-cent increase in wage rates for every six tenths of a point increase in the consumer price index, rather than for every seven tenths of a point as in the past.

Bargaining Status of Major Agreements Reviewed, February 15, 1959

B = Bargaining. P/C = Post Conciliation. C = Conciliation. W/S = Work stoppage. A = Arbitration. Ex = Negotiations Expected. Brackets indicate information not confirmed.

Company and Location	Union	Status	
		Jan.	15-Feb. 15
Abitibi Power and Paper Co., Ontario.....	Carpenters.....	C	C
Anaconda American Brass Co., New Toronto..	U.A.W. No. 339.....	B	C
Alberta Government Telephones.....	I.B.E.W.....	(B)	(B)
Anglo-Newfoundland Development Co.....	I.W.A.....	W/S	W/S
Atomic Energy of Canada, Chalk River, Ont...	Various Unions.....	—	Ex
Avro Aircraft, Malton, Ont.....	Machinists.....	B	B
Avro Aircraft, Malton, Ont.....	Machinists.....	C	C
B.C. Telephone Co.....	Telephone Workers.....	—	Ex.
Bowater's Newfoundland Pulp and Paper, Corner Brook, Nfld.....	Various Unions.....	W/S	C
Canadair Ltd., St. Laurent, Que.....	Machinists.....	B	C
Canadian Broadcasting Corporation.....	ARTEC.....	—	Ex
Canadian Broadcasting Corporation.....	NABET.....	C	C
Canadian Cannery (Western) Ltd., Vancouver..	Packinhouse Workers.....	B	B
Canadian Car and Foundry Ltd., Montreal....	Railway Carmen.....	C	C

Company and Location	Union	Status	
		Jan. 15-Feb. 15	
Canadian Cottons Ltd., Cornwall and Hamilton	T.W.U.A.....	B	B
Canadian Lithographers Association, Eastern Canada.....	Lithographers.....	C	(C)
Canadian National Railways.....	Locomotive Engineers.....	—	Ex
Canadian National Railways.....	Firemen and Enginemen.....	—	Ex
Canadian Pacific Railway.....	Railroad Trainmen.....	—	Ex
Canadian Pacific Railway.....	Firemen and Enginemen.....	C	C
Canadian Vickers Ltd., Montreal.....	Vickers Employees CCCL.....	A	A
Canadian Vickers Ltd., Montreal.....	Various AFL Unions.....	A	C
Canadian Westinghouse, Hamilton, Ont.....	U.E.....	P/C	P/C
City of Calgary.....	N.U.P.S.E.....	B	B
City of Edmonton.....	N.U.P.S.E.....	B	B
City of Montreal.....	Muni. Empl. CCCL.....	B	B
City of Vancouver.....	Civic Employees Union.....	B	B
City of Winnipeg.....	N.U.P.S.E.....	—	B
Consolidated Mining and Smelting, Trail, B.C.	Mine Mill.....	B	B
Consolidated Mining and Smelting, Kimberley, B.C.....	Mine Mill.....	B	B
Dominion Engineering Works Ltd., Lachine Que.....	Machinists.....	—	B
Dominion Coal Co. Ltd., Nova Scotia.....	Mine Workers.....	B	B
Dominion Rubber Co. Ltd., St. Jerome, Que...	Federal Rubber Workers.....	C	C
Dominion Textile Co. Ltd., Montreal.....	U.T.W.A.....	A	A
Dominion Wabana Ore Ltd., Bell Island, Nfld.	Steelworkers.....	B	B
Edmonton Builders Exchange.....	Carpenters.....	—	B
Edmonton Labour Bureau.....	Plumbers.....	W/S	W/S
Falconbridge Nickel Mines Ltd.....	Mine Mill.....	C	C
Firestone Tire and Rubber of Canada, Hamilton	United Rubber Workers.....	B	C
Garment Mfrs. Ass'n of Western Canada, Winnipeg.....	Clothing Workers.....	B	(B)
General Contractors Association, Vancouver, Edmonton and Calgary.....	Hod Carriers and Carpenters.....	—	B
Goodyear Tire and Rubber Co. of Canada, New Toronto, Ont.....	United Rubber Workers.....	B	B
Hamilton General Hospital.....	N.U.P.S.E.....	Ex	B
Heavy Construction Association, B.C.....	Engineers.....	B	B
Heavy Construction Industry, Vancouver, B.C.	Teamsters.....	—	B
H.J. Heinz of Canada Ltd., Leamington, Ont...	Packhouse Workers.....	B	B
Hollinger Consolidated Gold Mines, Timmins.	Steelworkers.....	P/C	P/C
John Inglis Company Ltd., Toronto.....	Steelworkers.....	B	(B)
Lakehead Builders Exchange.....	Carpenters.....	—	B
Lakehead Terminal Elevators Association...	Steamship Clerks.....	C	C
Labour Relations Association (St. Lawrence Seaway Project), Ont.....	Allied Construction Council.....	Ex	Ex
Manitoba Telephone System.....	Telephone Workers.....	—	Ex
Metropolitan Board of Commissioners of Police, Toronto.....	Police Association.....	—	B
McIntyre Porcupine Mines Ltd., Schumaker, Ont.....	Steelworkers.....	C	C
Montreal Cottons Limited.....	U.T.W.A.....	A	A
Northern Electric Co. Ltd.....	Office Employees.....	B	B
Northern Interior Lumbermens Ass'n. Prince George, B.C.....	I.W.A.....	W/S	W/S
Okanagan Ferry Shippers Assoc. Kelowna, B.C.	Federation of Fruit and Vegetable Workers.....	A	A
Old Sydney Collieries Ltd.....	Mine Workers.....	B	B
Orenda Engines Ltd., Malton, Ont.....	Machinists.....	C	C
Orenda Engines Ltd., Malton, Ont.....	Machinists.....	C	B
Polymer Corp. Ltd., Sarnia.....	Oil, Chemical and Atomic Workers	C	C
Province of Saskatchewan.....	Civil Servants CLC.....	B	B
Province of Saskatchewan.....	Civil Service Ass'n.....	—	Ex
Quebec Hydro Electric Commission.....	Employees Ass'n.....	—	B
Saskatchewan Government Telephones.....	Communication Wkrs.....	B	B
Shawinigan Chemical Ltd., Shawinigan Falls.	Chemical Workers, CCCL.....	A	A
Toronto General Hospital.....	Building Service Employees.....	B	C
Vancouver Labour Bureau.....	Plumbers.....	—	B
Vancouver Automobile Dealers (various).....	Machinists.....	—	Ex
Vancouver Contractors (various).....	Painters and Decorators.....	—	B
Various Dairies, Toronto.....	Teamsters.....	Ex	B
Various Moving and Storage Cos., Vancouver..	Teamsters.....	C	(C)

The settlement between the UAW and Massey-Ferguson, Limited, manufacturers of farm implements, is similar in most respects to the agreements recently reached with the three major automobile manufacturers. As in the auto settlements, the agreement lasts for three years and provides three 6-cent increases over the term of the agreement for assembly and piece workers, although higher increases are provided for labourers, truckers and skilled trades. Falling in line with the auto industry patterns, the company has agreed to pay the full cost of the hospital-medical insurance plan (including the cost of the Ontario Hospital Plan), and has included a cost-of-living formula similar to the one just obtained at the Chrysler Corporation. A pension plan based on that in force at General Motors was introduced, while the supplementary unemployment benefit plan is similar to that in force in the automobile industry. The agreement affects approximately 2,600 workers.

Two-and-a-half year agreements were recently completed in the railway industry. A settlement between the Brotherhood of Railroad Trainmen and the Canadian National Railways affecting some 12,000 workers provided for a 10-per-cent increase in wages, while increases amounting to 17 cents over the life of the new agreement have been provided for the 2,600 workers affected by the settlement reached between the Canadian Pacific Railway and the Brotherhood of Locomotive Engineers.

An important agreement was recently signed between two Ontario pulp and paper companies, Spruce Falls Power and Paper and Kimberly Clark Pulp and Paper, and the Lumber and Sawmill Workers' Union. The agreement, affecting 1,800 workers in woods operations, provides for a wage increase of 5 cents an hour for hourly-rated employees and 2½ per cent for piece workers, the increases effective February 1 of this year and the agreement running to August 31, 1960.

Among other recent agreements affecting at least 1,000 workers, are the following:

—The Shipping Federation of Canada and the International Longshoremen's Association, affecting five eastern Canadian deep seaports: two-year agreement with wage increases totalling 12 per cent.

—The Provincial Transport Company Limited, Montreal, and the Canadian Brotherhood of Railway, Transport and

General Workers: a three-year agreement entailing an 8-cent hourly wage increase.

—The Associated Clothing Manufacturers, Toronto, and the Amalgamated Clothing Workers of America: a three-year agreement incorporating an improvement in the pension plan.

—The Interior Lumber Manufacturers Association, Penticton, B.C., and the International Woodworkers of America: a two-year agreement embodying a wage increase of 13½ cents an hour spread over the life of the contract.

—The Hudson Bay Mining and Smelting Company Limited, Flin Flon; Man., and various unions: a two-year agreement with wage increases varying over the life of the agreement from 3 cents to 13 cents per hour.

—Canadian Industries Limited, Brownsburg, Que., and the United Mine Workers of America: a two-year agreement providing for a 5-cent-an-hour wage increase on January 12, 1959 and a similar increase on the same date in 1960.

Strikes

On December 29, 1958, 74 producers employed in the Montreal Division of the Canadian Broadcasting Corporation went on strike in order to have their union, *L'Association des Réalisateurs*, an affiliate of the Canadian and Catholic Confederation of Labour, recognized by the CBC as the bargaining agent for the producers. On this day other unions representing the CBC employees in Montreal decided to support the producers' strike and as a result, some 1,200 employees have been affected by the walkout. The CBC management has rejected the union's request on the grounds that the producers are part of management and it therefore cannot recognize their organization for bargaining purposes. Frequent and prolonged meetings have been held recently, but no settlement had been reached at the time of writing.

A second major strike that is still unresolved also began at the end of 1958. It directly involves 1,200 loggers, members of the International Woodworkers of America, and indirectly affects a further 4,800 loggers employed by the Anglo-Newfoundland Development Company. The union, only recently certified, and which has had no previous agreement with the company, is seeking a reduction in the present work week with an increase in wages.

NOTES OF CURRENT INTEREST

Throne Speech Seeks Approval of Winter Work Incentive Plan

Parliament will be asked at the current session to assist Canadian municipalities "in the financing of work on construction projects which would not otherwise have been undertaken during the winter months," it was revealed in the Throne Speech at the opening January 15 of the Second Session of the 24th Parliament.

The Speech pointed out that the Government had taken action to reduce unemployment "by expediting national works programs, by programs undertaken in co-operation with the provinces, and by encouraging Canadians generally to undertake constructive activities particularly in the winter season".

Amendments to the Unemployment Insurance Act will be submitted to Parliament.

The Government "welcomes the evidence of recovery from the recession and will continue to foster and assist this improvement," the Speech declared, adding the warning that "as recovery proceeds there will be increasing need for care to preserve the stability and purchasing power of our currency".

Natural Resources

In the belief that the wise use of Canada's natural resources will enable Canadians to achieve a continually rising standard of living, the Government will "foster and encourage the proper development and use of these resources and the growth of efficient industry based on them".

An increase in the funds that may be expended under the Trans-Canada Highway Act will be recommended to Parliament.

The Speech from the Throne announced that discussions were taking place with the Government of the United States to enable Canadian industry to share in the production of equipment being procured by the United States for joint defence purposes.

The Government plans to recommend to Parliament the provision of further loans under the National Housing Act and amendments to the Act to encourage the flow of private funds into mortgages.

Parliament will be asked to authorize the establishment of a national energy board to ensure, so far as it lies within federal jurisdiction, "that Canada's energy

resources are used effectively and prudently to the best advantage of Canadians". The House of Commons will be asked to establish a special committee to review broadcasting policy and operations.

Recognizing "the necessity of providing economic assistance to underdeveloped nations," the Government will seek approval for the appropriations needed for that purpose.

Parliament will be asked for approval of the Government's participation in a contributory medical benefits plan for civil servants.

Enactment of a Bill of Rights will be sought, and amendments will be recommended to the Canada Shipping Act, Veterans Rehabilitation Act, the Broadcasting Act and other statutes.

Comprehensive Works Program Forecast in Ont. Throne Speech

A comprehensive program of construction and the setting up of a department of energy were among Ontario Government plans outlined in the Speech from the Throne at the opening of the Fifth Session of the 25th Legislature on January 27.

The proposed plan of construction will involve the building of schools, highways, skyways, causeways, bridges and access roads and give employment to an estimated 234,000 persons.

The Government proposes to set up an Energy Department embracing Ontario Hydro, gas pipeline supervision, Ontario Fuel Board, every major source and ultimate use of fuel.

Included in the Government's plans is:

—An airport and ocean port at Moosonee, study of the report of the Select Committee of Labour Relations, launching of a comprehensive mental health plan greatly altering traditional methods of treatment;

—A comprehensive park plan with wilderness areas to be set aside in perpetuity and access road construction to be tripled;

—A broad inquiry into farm marketing by a committee of experts to examine all aspects of marketing and processing, consumer habits and requirements.

B.C. Throne Speech Promises Study of Unemployment

An immediate study of the unemployment situation in British Columbia was announced in the Speech from the Throne at the opening of the Third Session of the province's 25th Legislature.

The legislative committee on labour is to be convened to deal with the unemployment problem. "Despite an accelerated program and a huge and unprecedented expenditure of public funds," the Speech stated, "the problem remains serious".

The province's Health and Welfare Department is to be split, the Speech said, and the welfare branch made into a separate department. Increased grants for schools were also predicted in the Speech.

Eisenhower Asks Congress To Enact Labour Legislation

In two messages to the United States Congress last month, President Eisenhower made recommendations of interest to Labour.

In his labour message he stressed the need for enactment of effective federal legislation designed to:

Safeguard workers' funds in union treasuries against misuse of any kind;

—Protect the rights and freedoms of individual union members, including the right to free and secret election of officers;

—Advance true and responsible collective bargaining;

—Protect the public and innocent third parties from unfair coercive practices such as boycotting and blackmail picketing.

Labour-management relation legislature and other labour matters were also dealt with in the 20-proposal submission.

Among items mentioned in his economic report, the President urged:

Strengthening of state systems of workmen's compensation; extension of the coverage of the Fair Labor Standards Act; improvement of the eight-hour laws applicable to federal and federally-assisted construction projects; the reporting of and disclosure of financial dealings between employers and employee representatives and their agents, and the filing of public reports on the status of union finances, organization and procedures; institution of standards to promote democratic procedures in union affairs; modification of the law governing secondary boycotts, organizational and recognition picketing and representation elections; and provision that states be given jurisdiction in labour-management disputes where the National Labor Relations Board declines to exercise authority.

Approve Winter Work Projects Providing Jobs for 15,000

Hon. Michael Starr, Minister of Labour, announced last month that \$41,500,000 worth of wintertime projects had been approved under the Municipal Winter Works Incentive Program up to January 12.

These involve direct payroll costs during the winter months totalling \$11,600,000 and will produce 900,000 man-days of work for 15,000 men otherwise unemployed. Mr. Starr said that these figures would continue to increase during the succeeding few weeks.

Mr. Starr offered this as an example of what planning can accomplish "when we break with tradition and habit".

He appealed to industry to carefully examine their plans for repairs, maintenance, new building and the like, and to join in this national attack against a perennial problem, which caused the payment of almost \$300,000,000 in unemployment insurance benefits during last winter, and a loss in wages and production of another \$300,000,000.

Housing Starts and Completions Both Set New Records in 1958

Both starts and completions of new residential units set new records in 1958.

In an advance statement, the Dominion Bureau of Statistics has announced that starts increased nearly 35 per cent to 164,632 units from 122,340 in 1957, and by 19 per cent over the previous peak of 138,276 reached in 1955.

Completions climbed 25 per cent to 146,686 units from 117,283 in 1957, an increase of 8 per cent from the previous high of 135,700 units set in 1956.

At December 31, 1958 there were 88,162 units in various stages of construction, up 21 per cent from the year-earlier total of 72,573.

Reversing a two-year downtrend, housing starts in the United States rose to a total of almost 1,200,000 units in 1958.

Labour Submissions to Cabinet Stress Unemployment Problem

Excessive unemployment in Canada was emphasized in briefs presented last month to the federal Cabinet by the Canadian Labour Congress, the Canadian and Catholic Confederation of Labour, and the National Legislative Committee of the International Railway Brotherhoods.

To combat unemployment, the CLC proposed that the Government:

—Introduce special incentives to stimulate winter work;

—Increase pensions and unemployment insurance benefits to add to purchasing power;

—Provide initiative in promoting subsidized lower-rental housing projects.

The CCCL suggested that the federal Government call a federal-provincial municipal conference to seek the best means of giving work to the unemployed and to help those whose income is insufficient for a proper standard of living.

The rail unions' National Legislative Committee urged several revisions to the Unemployment Insurance Act as a means of combating unemployment.

Detailed reports of the three briefs will appear in the March issue.

Unemployment in U.S. Climbs To 4.1 Million in December

Total employment in the United States dropped by 700,000 to 64,000,000 between November and December as heavy cutbacks in farming, construction and other outdoor work outweighed Christmas hiring in retail stores and the postal service.

Unemployment, which usually climbs in December, increased by 300,000 to 4.1 million. The seasonally adjusted rate of unemployment climbed to 6.1 per cent from 5.9 per cent a month earlier.

The increase in unemployment was less than the drop in employment because most of those leaving farm jobs were housewives and others who withdrew from the labour force instead of seeking other work.

In Britain, between November 17 and December 18, unemployment dropped to 532,000 from 536,000, according to the Ministry of Labour.

Say 3-Year Agreement Displays Confidence in Textile Industry

A package settlement of 25.26 cents an hour in the life of a three-year contract between the Textile Workers Union of America and Robinson Cotton Mills Ltd., Woodbridge, Ont., was termed by negotiators an act of confidence in Canada's textile industry.

J. Harold D'Aoust, TWUA's Canadian Director, said the agreement "not only vindicates the union's view that textile wages must eventually meet the cost of living requirements of the Canadian economy, but reveals an inherent faith by workers and management in the industry's future".

The first year of the package agreement will show a gain of 13.38 cents an hour. It became effective on January 1, when hours were reduced from 48 to 45 a week with a 6.6-per-cent hike in rates to maintain earnings. In addition, a 3-cent-an-hour general increase was applied and the company agreed to assume full cost of the Ontario Hospital Services Plan as well as payment for a half-day off on Christmas Eve in addition to the normal statutory holiday pay.

An increase of 5 cents an hour across the board will become effective January 1, 1960, and the company will bear the full cost of the life insurance plan.

Effective January 1, 1961, there will be a general wage increase of 7 cents an hour along with improvements in existing vacation provisions to give workers with ten years service three weeks vacation with pay.

Current Reports Are Available On Progress of Labour Bills

The Department's Legislation Branch this month began issuing a series of reports on labour bills introduced in Parliament and the provincial Legislatures. The reports cover the provisions of each bill and trace its progress from the time it is introduced to the point where it receives Royal Assent or is dropped.

They provide more current information than it is possible to give in the monthly issues of the LABOUR GAZETTE. At the close of the sessions the major developments of the year will be reported in a series of articles in the Labour Law section.

Single copies of these mimeographed reports will be available on request to: The Legislation Branch, Department of Labour, Ottawa.

Rand Formula Legal in Quebec, Canada's Supreme Court Rules

The Rand Formula for compulsory check-off of union dues is legal in Quebec as the result of a ruling last month by the Supreme Court of Canada.

The Court was deciding on an appeal by the Canadian and Catholic Confederation of Labour against a ruling of the Quebec Court of Queen's Bench, upholding a decision of the Quebec Superior Court, that the Rand Formula was illegal in Quebec because it violated the provisions of the Napoleonic Code (L.G., July 1958, p. 767).

B.C. Builders' Brief Suggests Setting-up of Industrial Court

Establishment of an "industrial court," with right to appeal to a higher court, to replace conciliation boards in labour-management disputes has been recommended to the British Columbia Government by the Building and Construction Industries Exchange of British Columbia.

In its brief to the Government, the builders contend that present legislation does not provide any instrument for "final and conclusive" settlement of disputes.

The brief said: "Legislation should be introduced immediately to attract capital and industry and retain our present industries, which will be modelled on a basis for permanently settling labour disputes."

Conciliation boards are now considered to be only a necessary step before strike action, the brief declared.

Proposed amendments to the Labour Relations Act include altering from three months to five days the time limit for taking a strike vote, after conciliation has failed. It is also recommended that if a strike vote is carried out, the strike must be called within three weeks of the date the vote was passed.

N.B. Federation of Labour Asks Amendments to Labour Act

Change in management or ownership of a business had sometimes caused unions great difficulty in obtaining compliance with the terms of the agreement in force prior to the change, the New Brunswick Federation of Labour said in its annual brief to the provincial government.

The brief said it did not agree with the contention that a change in ownership or operation automatically terminated such agreements. The provincial Labour Relations Act, it said, seemed to substantiate such claims, as it did not appear to have any provisions covering situations like this.

Another requested amendment to the Act would allow the Labour Relations Board to prosecute on its own behalf any employer considered by the Board to be guilty of any of the unfair labour practices listed in the Act.

The Federation again requested that the Labour Relations Act should be amended in order that governing bodies of municipalities, cities, towns and villages, and all boards and commissions established by them or to which either of them appoint one or more members, shall be employers within the meaning of the Act.

The brief scored what it called the "vicious garnishee method" of securing payment of accounts due. It said the system whereby a creditor could, upon securing an order from a judge, have a worker's wages garnisheed to satisfy a claim was an archaic carry-over which should have been abolished long ago. This was particularly odious, it added, when persons had been out of work for long periods and creditors decide to attach the first pay-cheque.

The brief also recommended:

—Equal pay for equal work by men and women;

—Changes in the provincial Judiciary Act to make it mandatory for a judge to hear both sides of a dispute before granting an injunction;

—Minimum wage of \$1.25 an hour for all male employees;

—Compulsory checkoff of union dues when this is requested by the majority of employees;

—An increase in widows' pensions to \$75 per month and in minimum weekly compensation to \$25;

—A more uniform plan of local public assistance for needy families in all municipalities, with sufficient funds being made available;

—A system under which suspension of mortgages and time-payments could be arranged when a family was in serious financial difficulty;

—Legislation to provide better housing for the people of New Brunswick;

—Enactment of a Fair Accommodation Act;

—An incentive campaign for an early start on the construction of the Chignecto Canal.

Tax on Imported Oil Sought By United Mine Workers

Comments on oil imports, the opening of the St. Lawrence Seaway and coal market zoning were contained in the annual brief of District 26, United Mine Workers of America (ind.), presented to the Government of Nova Scotia in January.

The brief urged the Government to impose a tax on imported oil, noting that its sale in the Maritimes had displaced 500,000 tons of coal annually.

Referring to the scheduled opening of the St. Lawrence Seaway this year, the brief noted that once it was in operation United States coal could be brought to the Maritimes cheaply on the barges used to carry Labrador iron ore to U.S. ports.

The brief advised the Government that the coal industry in the Maritimes was fading and that District 26 has a membership today of only 7,000 compared with 13,000 in 1949.

Old Age Assistance, Payments To Blind, Disabled Increase

The number of people receiving old age assistance in Canada increased from 92,298 at September 30, 1958 to 96,975 at December 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$7,632,415.77 for the quarter ended December 31, 1958, compared with \$7,590,635.96 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$151,581,548.95.

At December 31, 1958, the average monthly assistance in the provinces ranged from \$49.51 to \$53.20 except for one province where the average was \$44.32. In all provinces the maximum assistance paid was \$55 a month.

Blind Persons Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,654 at September 30, 1958 to 8,725 at December 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$1,066,878.50 for the quarter ended December 31, 1958, compared with \$1,056,625.88 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$22,136,609.36.

At December 31, 1958, the average monthly allowance in the provinces ranged from \$52.95 to \$54.08. In all provinces the maximum allowance paid was \$55 a month.

Disabled Persons

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 46,307 at September 30, 1958 to 47,273 at December 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$3,870,765.33 for the quarter ended December 31, 1958, compared with \$3,833,693.32 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$35,734,083.70.

At December 31, 1958, the average monthly allowance in the provinces ranged from \$51.02 to \$54.63. In all provinces the maximum allowance paid was \$55 a month.

Commission on Women's Status To Meet; Canada to Participate

Now in the second year of a three-year term on the United Nations Commission on the Status of Women, Canada will participate in the 13th Session of the Commission when it convenes at United Nations Headquarters, New York, on March 9.

The Commission, subsidiary of the Economic and Social Council, is interested in four broad areas: the political rights of women, their position under private law, their access to education, and their economic opportunities. It prepares studies and makes recommendations which are sent to the Council and thence to the General Assembly.

The "Political Rights of Women" continues to receive emphasis on this year's agenda, further study of the right of women to hold public office having been requested at last year's meeting. The Commission will consider the memorandum prepared annually for the General Assembly containing information relating to women's right to vote and to be elected to public office and indicating the countries which have acceded to the U.N. Convention on the Political Rights of Women.

Stress will also be given to "Access of Women to Education" when the Commission discusses reports by UNESCO on its activities in the field of women's education and on the access of women to the teaching profession.

The "Status of Women in Private Law" will receive attention through the presentation of the annual reports prepared by the Secretary-General on legislation and practice in family law and property rights of women.

Of special interest to Labour is the area of "Economic Opportunities for Women". This year the Commission is to receive a report concerning the occupational outlook for women in the professions of architect, engineer and jurist. The age of retirement of women and their pension rights will also be discussed.

A revised draft pamphlet on "Equal Pay for Equal Work" for the use of interested individuals and organizations will be submitted, incorporating suggestions for improvement made when the original draft text was considered at the 1958 session.

A former Research Director of the International Brotherhood of Electrical Workers, Marion H. Hedges, and the Secretary-Treasurer of the International Typographical Union, Don S. Hurd, died last month.

Advisory Committee on Professional Manpower Holds Fourth Meeting

Suggestion made that employers should offer summer employment to science and engineering students who plan to enter teaching rather than limit vacation jobs to potential employees. More science teachers basic to professional labour force

A suggestion that employers should offer summer jobs to students of science and engineering who are planning to enter the teaching profession instead of restricting vacation employment to those who were potential employees was made at the fourth meeting of the Advisory Committee on Professional Manpower, held at the end of November.

Committee members agreed that diversion of more engineering and science graduates into secondary school teaching careers was basic to the development of an adequate professional manpower force in the future.

Another recommendation was that, in order to eliminate the necessity of employing professional engineers on sub-professional duties, higher calibre technicians should be developed. This, in turn, would enable universities to raise their admission requirements with the result that they could produce higher calibre engineers.

The meeting was attended by representatives of professional associations, industry, education, and of federal government departments and Crown corporations.

It was presided over by Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour.

J. P. Francis

J. P. Francis, Chief of the Manpower Resources Division, Economics and Research Branch, told the Committee of the Branch's work since the last meeting (L.G., Feb. 1958, p. 137).

One third of the Register of Scientific and Technical Personnel is being surveyed each year; in this way the Department does not lose touch with the persons on the Register for a period longer than three years.

The response to the survey of the first third, in the summer of 1957, was 75 per cent; to the survey of the second third, 84 per cent. Mailing of questionnaires to the final third will take place in the first two months of 1959.

Information on newcomers for the Register is obtained from the National Employment Service, Department of Citizenship and Immigration, professional associations, and the National Science Foundation in the

United States, which sends the Department copies of questionnaires obtained by U.S. professional associations from Canadians, either in Canada or the United States, who are members of the associations.

Another source of such information is a survey of students in their final undergraduate years in scientific and technical courses at Canadian universities. The universities receive questionnaires in bulk, distribute them, arrange for their completion, and return them to the Department.

In the academic year 1957-58, completed questionnaires were received from about 3,000 of the 3,600 students completing undergraduate studies in engineering, science, architecture and veterinary medicine.

Another survey of undergraduate students sought to find out what happens to engineering and science graduates in the three years following graduation. A full analysis of the findings will be published soon in a Professional Manpower Bulletin.

Another matter in which work is being done concerns Canadian students who are attending universities and colleges in the United States. The Committee had already realized the risk that these students might not return to Canada because they had lost touch with employment prospects here.

As a result of previous discussion, and in order to bring these persons into the Register, arrangements had been made through the Institute of International Education in New York city to obtain a list of all Canadians studying in American colleges and universities each year.

This information is being put to two uses: to compile a directory, copies of which have been sent to all the professional associations, the universities, and the large employers; and in analysing the characteristics of the Canadians who are studying in the United States. The National Employment Service is also using the directory to send each person whose name appears in it a letter informing him of opportunities in Canada and offering its facilities to help him to find a job here.

Since the Committee's last meeting the Department had also conducted another biennial survey of employers' estimated requirements for professional personnel

during the next three years, and the source of scientific and technical employees hired in the last two years. Analysis of the information obtained from the study of the utilization of engineers in industry is progressing.

A. P. Boyd

A preliminary report of findings from the 1958 survey of the second third of the Register of Scientific and Technical Personnel was presented by A. P. Boyd of the Economics and Research Branch. The data used were obtained from replies by more than 10,500 persons, of whom 55 per cent were engineers and 38 per cent scientists (excluding veterinary science).

The survey found that:

—Median salaries for engineers with only bachelor's degrees ranged from \$4,630 for 1957 graduates to more than \$10,600 for 1920-24 graduates.

—Salaries for scientists with only bachelor's degrees ranged from \$4,400 for 1957 graduates to \$8,450 for those who graduated before 1915.

—Salaries tend to increase quite rapidly during the first 20 years of experience, then less rapidly, until the peak is reached after 28 to 37 years' experience.

—Engineers doing administrative, management and executive work receive the highest salaries, which range from more than \$8,000 to more than \$13,000. Teaching work is often the lowest paid.

—The younger graduate engineers are concentrated in such functions as production, supervision, research and development; older graduates do more administrative and consulting work.

—More engineers are engaged in administrative, management and executive work than in any other single function, numbering 1,368 out of 5,915, or more than 23 per cent. Almost as large a proportion, however, are engaged in production, operation, etc.

—Industry is by far the largest single employer of the scientific and technical personnel in the sample. More than 82 per cent of the engineers and nearly 52 per cent of the scientists are in industry. The federal Government is the next largest employer, with almost 9 per cent of the engineers and 21 per cent of the scientists.

P. B. Wolfe

P. B. Wolfe of the Professional Manpower Section, Economics and Research Branch, described the report on the 1958 biennial survey of requirements for professional personnel in scientific and technical

fields. The purpose of the survey is to obtain information regarding recent and probable future trends in the employment of engineers, scientists and architects in Canada, and some of the factors affecting these trends.

The survey covered almost 2,700 employers in industry, government, and education, about 93 per cent of whom submitted returns. More than half of the employers who replied employed engineers, scientists, or architects.

The survey indicated a continuing expansion of employment in the next two years in all of the professions and in almost all of the industries covered. The annual rate of increase, however, is expected to be substantially lower than it was in 1957, and considerably lower than that forecast in the 1956 survey. The annual rate of increase in the employment of both engineers and scientists during 1958-60 is expected to be only a little more than half what it was during 1957.

This decline in the rate of increase coincides with the general recession in 1958, the speaker pointed out. There is some indication of an improvement in 1960, however.

Despite the difficulties of forecasting, the predictions of the 1956 report have proved reasonably accurate. The forecast average rate of increase per year for engineers during the three years 1956-58 was 11.4 per cent; the actual rate in 1957, a little more than 10 per cent.

The proportion of employers in industry who had difficulties in recruiting professional workers during 1956-57 varied from 50 per cent in the petroleum products and coal industries to 10 per cent in the foods and beverages, tobacco, and construction industries.

In colleges and universities, 75 per cent of those reporting had recruiting difficulties during the past two years, and 61 per cent expect to have difficulties in the next three years. Of government agencies, 58 per cent of those who replied had difficulties in the past two years, and 38 per cent expect to have difficulties in 1958-60.

In only a small number of cases—142 out of 1,340 employers reporting—were shortages of professionals serious enough to affect operations or plans. "This is a sharp decrease in reported serious difficulties from the 1956 survey, when about 50 per cent of the employers reported such difficulties," Mr. Wolfe pointed out.

Regarding the sources of professional personnel, new Canadian graduates accounted for about two fifths of the hirings in mining and quarrying, manufacturing, and govern-

ment agencies; half of the hirings in transportation and public utilities, and a third of the hirings in colleges and universities. Hirings of "experienced Canadian professional persons" ranged between 30 and 40 per cent of total hirings in all main employment sectors except construction (61 per cent) and business service (57 per cent).

"Recent immigrants already in Canada" accounted for between 10 and 14 per cent of total hirings in all sectors except business service, where they amounted to 20 per cent. Professional workers "obtained outside Canada" made up 7 per cent or less, except in colleges and universities, which recruited almost 19 per cent of their engineers, scientists and architects outside Canada.

Another method of obtaining professionals was by upgrading of employees. This furnished about 10 per cent of hirings during 1956-57.

Miss Marion V. Royce

The scientific mind has traditionally been associated with the male sex, and ever-present social factors militate against the employment of women, said Miss Marion V. Royce, Director of the Women's Bureau, Department of Labour. She spoke on "The Role of Women in Science and Engineering".

To consider this question reasonably, it is necessary to lift it out of the realm of personal opinion and prejudice and look at the facts, she said.

In order that women may be able to make their full contribution to developments in science and technology there is a need for a fresh outlook on practices and policies affecting the educational and occupational choices of women, Miss Royce declared.

The number of women scientists and engineers in Canada is small, amounting to

only a little more than 2 per cent of all persons in the Register of Scientific and Technical Personnel. The branches of science in which most women are found are biology and chemistry. However, a few women have penetrated a considerable range of scientific and technological fields.

"There is a higher proportion of women in those professions where research and laboratory work are important in comparison with those where greater mechanical or manual activity is required," she pointed out. Research, testing, inspection, laboratory services, and teaching accounted for 87 per cent of all women in the Register at September 1956.

Government is the largest employer of women scientists and engineers, with educational institutions second. None of the women in the Register was employed in the primary industries or in construction, only one was employed in public utilities, and in industries that employ large numbers of engineers, as distinct from scientists, the number of women was negligible.

Notwithstanding women's increased interest in science and engineering, the fact that over the years from 1948 to 1957 women graduates in home economics have outnumbered those in all other scientific and technical fields put together "indicates a strong continuing tendency for women to choose an academic and vocational specialization on the basis of sex," Miss Royce remarked.

P. H. Casselman

Final speaker at the one-day meeting was Dr. P. H. Casselman, head of the Professional Manpower Section, Economics and Research Branch. His remarks on "Trends in Requirements and Supplies of Engineers" have already been published in the *LABOUR GAZETTE* (Dec. 1958, p. 1330) under the title, "Current Outlook in the Engineering Profession".

UAW Signs New Agreement With Chrysler of Canada

Following a week-long strike by 3,600 employees, the United Auto Workers late last month signed a three-year contract with Chrysler Corporation of Canada at Windsor.

Basically the agreement was the same as those signed by UAW with Ford of Canada and General Motors (L.G., Jan., p. 18).

Public Relations Director Named By Transport Workers Union

The Canadian Brotherhood of Railway, Transport and General Workers has appointed Richard Nielsen to be public relations director. A former Toronto and Kirkland Lake newspaperman, he will be located at Montreal.

3rd Annual Convention of the Quebec Federation of Labour

Delegates unanimously approve resolution calling for creation of new "people's" political party in province. "Right-to-work" legislation denounced, wish that CLC-CCCL unity be effected soon is expressed, and entire executive re-elected

A decision to create a new provincial political party representing the interests of the working classes was taken at the third annual convention of the Quebec Federation of Labour (CLC), held in Quebec November 20 to 22. Some 450 delegates unanimously adopted a resolution stressing the urgent need for a people's political party.

The new party must take into account those problems that are of particular importance to the province of Quebec and the aspirations of its people, especially in the fields of education and fiscal policy, the resolution declared.

Both QFL President Roger Provost and CLC president Claude Jodoin were in agreement in denouncing so-called "right-to-work" legislation, claiming that the only right to work they recognize is the right to full employment.

The opening session of the convention was attended by two officers of the Canadian and Catholic Confederation of Labour, President Roger Mathieu and Secretary Jean Marchand. Addressing the delegates briefly, both speakers called for the Federation's co-operation with a view to labour unity in Quebec. The convention later adopted a resolution along this line, expressing the wish that discussions on unity would be brought to a successful conclusion as soon as possible.

The Federation also decided to adopt a Code of Ethical Practices, reiterated its wish for a health insurance plan in the province of Quebec and requested higher pensions and public ownership of the Bell Telephone Company.

President Roger Provost was re-elected, along with all members of the outgoing Executive Committee.

President Roger Provost

The QFL President attacked the so-called "right-to-work" legislation, claiming that the only right to work recognized by the labour movement is employment for everybody.

Roger Provost requested the right to work for the growing numbers of unemployed, for union members dismissed because of union activities, for the young

people who are forced to abandon their studies for lack of funds, and for the victims of automation and technological unemployment.

"Efforts are being made to bring the benefits of unionism to those who refuse to accept their responsibilities as workers," he said, "but was there ever an employer who, for the sake of the right to work, announced that he did not wish to make any more profits?"

Reiterating that the right to work means employment for everybody, and that this is what employer associations should encourage, the President called on the members to establish a large union fund to enable trade unions to carry their case to the political level.

"We must go beyond the framework of purely economic claims in order to seek a solution to our problems where it lies, that is, at the political level," he suggested.

Mr. Provost also protested against the union attitude which would separate politics from economics, and called on all members, not only the labour organizers, to undertake political action.

Claude Jodoin

The President of the Canadian Labour Congress first stated the labour movement's position as regards the political party that is being organized, and especially the relationship that would exist between the CLC's affiliated organizations and the party.

"A central national organization such as the CLC, which is almost entirely made up of affiliated organizations, would not be affiliated to the new party as a Congress," Mr. Jodoin explained.

"Each individual labour union would make its own democratic decisions as to whether to join the party or not. Those who decided in favour of joining would always remain affiliated to the CLC in economic matters and to the party in political matters."

Mr. Jodoin emphasized this distinction. "The CLC and the new party would no doubt maintain cordial relations," he said, "but there would be no formal ties between the two."



Members of the Executive Committee of the Quebec Federation of Labour, all re-elected, are seen with CLC President Claude Jodoin. From left to right they are: Secretary Roméo Girard, Vice-President Edouard Larose, President Roger Provost, Mr. Jodoin, and Treasurer Eucher Corbeil. Vice-President Pat Burke was absent.

He reminded the delegates that the delegates that the labour, farmer and other organizations that will be included in the new party are economic organizations that have, first of all, an important part to play in the field of economics. "It is reasonable to suppose that such organizations would find, in joining the new party, the best way to serve the political interests of their members. But this affiliation would supplement their important work in the field of economics; it would not replace it," he added.

The CLC does not wish to control Canada, asserted Mr. Jodoin; it wishes to co-operate with all the other classes of society for a better Canada.

The CLC President also attacked the so-called "right-to-work" legislation.

"I am in favour of the right to work," he explained, "if the right to work means employment for everybody, but I am opposed to it if it means the destruction of our democratic system."

Mr. Jodoin stressed that "there are closed shops for accountants, lawyers and doctors" and that the workers envy the privilege of these groups. As for the compulsory check-off "the federal government, with its income tax deductions, is the perfect example of check-offs," he said.

Mr. Jodoin also pointed out that if working conditions have been bettered in the province of Quebec, it has been due to the trade unions. It was not until later

on, he said, that legislation guaranteed the benefits acquired by the trade unions through negotiation.

He said also that labour unions in Canada were being administered honestly. "If perchance a union should act in a way contrary to the CLC's principles and program, we would act accordingly, and nobody would have to tell us when or how."

Mr. Jodoin was greatly applauded when he declared that "the province of Quebec is entitled to health insurance" and that it was illogical "to cite provincial autonomy as a reason to deprive the people of Quebec of the benefits of such legislation."

CCCL Representatives

The Canadian and Catholic Confederation of Labour was represented at the opening of the convention by its general president, Roger Mathieu, and its general secretary, Jean Marchand.

Mr. Mathieu pointed out that a too hasty affiliation of the CCCL with the CLC would not be in the interests of the workers of the province of Quebec.

Declaring that there are "great advantages in labour unity in Canada," the CCCL President pointed out that there are always some "among us as well as among you" who are against any affiliation.

Until such time as talks are concluded between the CCCL and the CLC, Mr. Mathieu called for the Federation's co-operation.

The general secretary, for his part, wished for closer co-operation among union officers.

Pointing out that the labour leader must first serve the workers, he stressed that the exclusive good of unionism should not be confused with the welfare of the workers.

"Our generation's problem among officers," added Mr. Marchand, "is to forget certain factors of disagreement in the past and think only of the factors of unity."

Resolutions

During the three-day convention, the delegates studied 148 resolutions on the agenda and half a dozen others submitted from the floor.

Political Action

The QFL decided to fall in line with the CLC for the formation of a "popular political party representing the interests of the labour classes".

At the close of a three-hour debate in which some 15 delegates took part, the convention instructed its Executive Committee and its Committee on Education and Political Action to undertake immediately the necessary steps with the other movements which have progressive tendencies to create, at the provincial level, a new political party which will act as the Quebec wing of the party which is being formed at the national level.

Scarcely half a dozen delegates voted against this resolution, which was drafted closely along the lines of the one adopted by the CLC at its Winnipeg convention last spring (L.G., June 1958, p. 586).

The resolution stressed the need to rely on a popular party in order to correct inadequate provincial legislation while taking into account the problems peculiar to the province of Quebec (see box, page 132).

While the great majority of the delegates who took the floor declared themselves in favour of the creation of a new party, several stressed the importance of political education and the priority of purely union action over all political activity.

Jean Paradis, Local 137 of the Pulp and Sulphite Workers, Quebec, objected very explicitly. "We have too much to do in the field of collective bargaining to bother about politics," he said. He added that past experience had shown that the labour movement must keep away from politics.

Henri Rochon, President of the Montreal Building Trades Council, was the only other speaker who objected categorically to the resolution.

Roger Bédard, representing the United Steelworkers of America, saw political action as "the very condition of the survival of our movement". He considered this decision as "the necessary tool for our work".

Maurice Silcoff, Hatters International Union, Montreal, declared that, in view of the disappointments of the past, the labour movement had no other issue but direct political action. He pointed out, however, that he had some doubt about the words in the resolution: "movements with progressive trends".

Jacques V. Morin, Local 369 of the Packinghouse Workers, Montreal, saw political action as the key to the solution of labour problems. "The best way to obtain adequate social legislation and to maintain the gains already made," he said, "is to watch over politics."

Roméo Mathieu, Local 627 of the Packinghouse Workers, Montreal, pointed out that 95 per cent of the resolutions adopted at the convention pertained to politics and not to collective bargaining. "Our briefs will not be considered," he said, "until the day we become a political entity."

Affiliation of the CCCL

The convention expressed the wish that the unity talks between the CLC and the CCCL may be successfully concluded as soon as possible.

This resolution of a general nature, arising from the fact that labour unity is considered essential to the economic and political efficiency of the labour movement in the province of Quebec, was adopted with only one dissenting vote.

Several delegates took the floor to oppose the proposed affiliation; however, at the close of the debate, and in the light of the explanations put forward, only one delegate registered a dissenting vote.

As chairman of the Resolutions Committee, Louis Laberge, President of the Montreal Labour Council, pointed out that there was no mention of affiliation or merger in the text of the resolution.

"Not knowing where we stand in the dealings between the CCCL and the CLC," he explained, "we have submitted a resolution of a general nature bearing on the need for labour unity in the province of Quebec."

The delegates who opposed the CCCL affiliation did so mostly on account of

Resolution on Political Action

WHEREAS the Canadian Labour Congress, at its Winnipeg convention, decided to undertake talks with other progressive groups in order to found a popular political party representing the interests of the labour classes;

WHEREAS the creation, in this province, of such a people's party constitutes a really urgent need for the great majority of the citizens and particularly for the labour class of which the economic earnings and the right of association are ever threatened by unrealistic provincial government legislation;

WHEREAS it is imperative to initiate in the province of Quebec a movement with a program which, although in accord with the one to be adopted by the national organization on matters within federal jurisdiction, would take into account problems which are of particular importance to the people of our province on matters such as fiscal policy, education and others;

WHEREAS this Federation, representing some 175,000 organized workers in Quebec, is the logical group to take the initiative in organizing such a movement,

BE IT RESOLVED that this convention of the Quebec Federation of Labour instruct its Executive Committee and its Political Education and Action Committee to undertake immediately the necessary steps with the other movements of progressive trends to give effect to the Winnipeg Resolution at the provincial level.

union organization conflicts and raiding at the local level.

J. Emilien Vandal, Local 50, Paper Workers, Kenogami, said there was a great deal of resentment in the Lake St. John district. "If the CCCL really wishes to affiliate," he said, "I am agreeable, but it must act accordingly."

Jean Lachapelle, Local 631, Machinists, Verdun, questioned the sincerity of the CCCL and declared that the time had not yet come "to admit the CCCL into our ranks".

The spokesmen for unity, on the other hand, asked the delegates to forget the quarrels of the past in favour of the greater good that unity would mean for the province. It was pointed out, among other things, that jurisdictional conflicts and raiding had also existed before the merger of the TLC and the CCL.

Raymond Lapointe, Steelworkers, Local 5419, Montreal, declared that internal quarrels must be settled, as was done by the TLC and the CCL, in order to reach complete unity. "We must raise ourselves above these differences for the welfare of the workers generally," he said.

Roger Bédard, a Steelworkers delegate, insisted on the need for labour to offer a united front. "It is absolutely necessary that we achieve unity," he said, "in order

to face not only big employers but also governments. It is a question of knowing whether we are going to get together in Quebec or remain from 25 to 50 years behind the other provinces." Mr. Bédard added that those who oppose unity think only of their own interests and forget the general welfare of the workers.

Jacques V. Morin, Local 369, Packinghouse Workers, Montreal, declared it was high time to forget the past and to join hands with the CCCL.

Andre Levesque, Local 145, Typographical Union, Montreal, stated that the wording of the resolution could not be objected to and that it was necessary to wait to obtain a knowledge of the terms and conditions of any affiliation.

Mr. Laberge closed the debate by expressing the wish that the resolution be adopted unanimously. "The sooner the problem of labour unity is settled in the province, the sooner the great problems of labour legislation will be settled," he said.

Code of Ethical Practices

The QFL decided to adopt a code of ethics in order to uphold its reputation of honesty and to smother any attempt at corruption and dictatorship that might arise within the ranks of unionism.

The convention therefore resolved that the QFL:

1. Prepare immediately a Canadian Code of Ethics based on principles of professional honesty of union officers, of union democracy, of independence with regard to employers and of respect for the freedom of its members, and request its adoption by the CLC.

2. Endorse the CLC's policy of watchfulness with regard to corruption and dictatorship and request all Quebec locals to refer to the CLC should they uncover dishonest or undemocratic practices within the ranks of unionism.

Only five or six delegates opposed the adoption of such a code.

J. P. Ménard, Local 116, Sheet Metal Workers, Montreal, declared that the adoption of such a resolution would be playing into the hands of the detractors of the labour movement.

A number of delegates, among them H. L. Jean, Local 519, IUE, Montreal, and J. V. Morin, Local 369, Packinghouse Workers, Montreal, pointed out that prevention is better than cure.

Code of Professional Ethics

Along the same line, the convention also asked for the creation of a code of professional ethics for municipal and provincial governments and suggested that the CLC make efforts to establish one at the federal level.

"Any alderman or Member of Parliament caught in violation of the rules of the code of ethics shall resign and be prosecuted," the resolution stated.

Raymond Lapointe, Local 5419, United Steelworkers, Montreal, declared that labour unions are censured for not having a code of ethics to guide them, but it is time that politicians should have theirs. "We have come to a point," he said, "where honest people are in the minority."

Hot Cargo

A resolution was unanimously adopted by the delegates "strongly censuring any affiliated union which would deal with or handle, in any way whatsoever, any goods designated as 'hot cargo' by the relevant authorities of this Federation or of the CLC, or which would cross a picket line recognized by these same authorities."

Seeing in this measure the solidarity necessary for "significant victories at the union level," a number of delegates even suggested that a union disregarding this solidarity should be expelled from the QFL.

Provincial Police

The QFL also adopted unanimously a resolution calling for the replacement of the Quebec Provincial Police by the Royal Canadian Mounted Police.

Willie Fortin, United Packinghouse Workers, Montreal, suggested a Royal Inquiry into the actions of the Provincial Police. "It is time to expose the atrocities committed by the Provincial Police," he said.

The text of the resolution accuses this police organization of having "shown partiality and brutality during strikes in this province by dealing with employers."

Nationalization of Telephones

The QFL asked for public ownership of the Bell Telephone Company in a special resolution submitted at the closing session of the convention.

The Quebec Government was also criticized for not having protested against the recent request of the Bell Telephone Company for an increase in telephone rates.

In submitting this resolution, which was adopted unanimously, Roméo Mathieu,

Free Education

A Laval University student in social science, Gabriel Gascon, was given a warm reception when he spoke to the QFL convention delegates to thank them for their support of the university students' campaign for free education.

"You have given us the example of a group which stands on its feet to express its views to the government and the general public," he said. "We want education to be available to all and we need your help."

Mr. Gagnon explained that Quebec students want free education at all levels and statutory grants for educational institutions.

"We shall not rest as long as one worker's or farmer's child is unable to attend university for lack of funds," declared Mr. Gagnon.

representing the Packinghouse Workers, Montreal, protested against "the Company's blackmailing of the Government by threatening to lay off employees if it did not obtain the rate increases requested".

"A public utilities service which remains a monopoly must be sold to the public at cost price," said Mr. Mathieu, "and should not be left to a company that makes profits without fear of competition."

Other Resolutions

The QFL also adopted a number of other resolutions, the most important of which request:

—The creation of a joint research centre for the QFL and the CCCL.

—The abolition of combined police and fire departments.

—A public inquiry into all the aspects of hospitalization services in the province of Quebec.

—The appointment, on all government boards, of an equal number of employer and union representatives responsible to their respective organizations and subject to recall by their organizations.

—The creation of a commission, free from government ties, for the issuance of permits and licences for alcoholic beverages.

—An increase to \$75 a month in old age and blind persons' pensions and mothers' allowances.

—An increase in family allowances.

—A Royal inquiry into gasoline prices.

—The proclamation of a moratorium on all debts owed by the unemployed.

—A federal-provincial conference with a view to rehabilitating our national economy.

—Amendments to the Workmen's Compensation Act so as to cover all industrial diseases.

—Looking into the advisability of organizing a motor "cavalcade" to Ottawa to protect against unemployment.

Elections

Roger Provost was re-elected President by acclamation for a third consecutive term.

The other members of the Executive Committee, who were all re-elected, are: Edouard Larose and Pat Burke, Executive Vice-Presidents; Roméo Girard, Secretary; and Eucher Corbeil, Treasurer, all of Montreal.

The convention also chose 15 other officers to complete the Executive Council, six members representing industrial or trades groups and nine representing geographical regions.

The six industrial or trades representatives are: H. L. Jean, manufacturing industries; P. E. Jutras, transport and transport equipment; Roland Goedike, foods,

beverages, services and municipal services; Léo Moore, forestry, lumber and its products, paper and construction trades; Maurice Silcoff, primary and secondary textiles, furs and hats; and Gérard Poirier, mines, metallurgy and its products.

The nine regional representatives are the following: Hector Marchand, Louis Laberge and Léo Lebrun, Island of Montreal and vicinity; J. B. Hurens, City of Quebec and vicinity; Benoît Laviolette, Gatineau and Laurentian districts; Robert Roy, St. Maurice district; Oscar Longtin, Southern Quebec; Henri Lorrain, Northern Quebec; and René Martin, South Shore and Eastern Townships.

The composition of the Executive Council was changed this year, when, instead of choosing the 15 members from industrial and trades groups, the convention limited to six the number of these representatives, placing the nine other vacancies on a geographical basis.

Annual Brief to Federal Cabinet by The Canadian Chamber of Commerce

Calling inflation number one problem, Chamber names wage-price spiral, taxation and very high levels of government spending among contributing factors. New policy statement on labour relations recommends registration of trade unions

Inflation was termed Canada's number one problem when The Canadian Chamber of Commerce on January 9 presented its annual recommendations to Prime Minister Diefenbaker and the Cabinet. The delegation, headed by President A. C. Ashforth, called on the Government to face up to the present situation in which "inflation is steadily eroding away the value of the dollar".

Among factors contributing to inflation are the wage-price spiral, taxation, and very high levels of government spending, it was stated.

The Government was asked to consider implementation of Chamber policies that called for every possible effort to contain spending. Continued surveillance is necessary, said the Chamber, to ensure economy in government expenditures and efficiency of government administration.

In addition, the Chamber said: "Any additions to the already extensive welfare programs should be carefully assessed not only with regard to their initial costs, but also with regard to their foreseeable growth and supplementary requirements over the

years. In principle, the Chamber believes that any additional welfare expenditures should be delayed until the full impact of present commitments can be assessed. Individuals should be encouraged to make every effort to provide for their own future and protect themselves against ordinary hazards."

The Chamber statement also pointed to the need for gradual tax reduction, which could only be achieved if government spending were contained. The Government was asked to make a re-examination of the entire income tax structure in Canada because personal and corporate income tax rates are too high for a developing country.

Speaking about the wage-price spiral as a cause of inflation, Mr. Ashforth referred to Chamber policy on the need for productive efficiency. Greater productivity is the key to national and individual prosperity and productivity in turn is dependent upon many factors, among which are sufficient capital to supply technological improvements, interested and capable employees, and efficient managerial organization and methods, said the policy statement in part.

Mr. Ashforth added: "While there has been an increase in the general living standard since the war, it must be recognized that anything which results in higher costs without improving productivity contributes to that depreciation of the currency which we now call inflation. Since 1949, the cost of living has increased by 26 per cent, which means that in effect the purchasing power of the dollar has declined to that extent. Hidden in the cost of living are vastly increased labour costs and an ever-upward spiralling of government expenditures resulting in higher and higher taxes. To a greater extent now than ever before, we find it difficult to meet competition from suppliers of goods and services from abroad, not only in our export trade but in our own domestic market."

Other highlights in the Chamber's submission, covering most of the top economic issues of the day, were policy statements on employer-employee relations, and trade. All told, more than 40 policy declarations and resolutions were laid before the Government by the delegation.

Labour Relations

A major new policy statement on labour relations held that unions should register with the Department of Labour and comply with similar conditions, insofar as reporting is concerned, as companies incorporated under the Companies Act. The Government was told that an amendment making this mandatory should be included in the Industrial Relations and Disputes Investigation Act expected to be up for revision at the new session of Parliament.

The submission said that while good industrial relations cannot be created by legislation, nevertheless to the degree that legislation may be necessary, it should be designed to ensure a proper balance of rights and responsibilities of employees on the one hand and of employers on the other, with due regard to the public interest.

Labour legislation, it was stated, should, among other things: (a) prohibit agreements that deny or terminate employment because of an individual's not being or remaining a member of a specified trade union; (b) prohibit strikes until the parties have had an opportunity to request a secret strike ballot supervised by an independent party, and in such a case the strike has been authorized by a majority of those employees then actively engaged in the bargaining unit; (c) prohibit picketing "when strike action is unlawful".

Labour legislation should also provide that when a strike has been in effect for some specified time, the appropriate Minis-

ter of the Crown have discretionary authority to order strike settlement votes by secret ballot on his own initiative or following application by employees, the employer or the bargaining agent concerned to ensure that an employer's offer is impartially placed before the employees, such vote to be conducted by an independent party.

Trade

Dealing with trade, the Chamber said Canada's trade policy should be designed to encourage the continued development of the country's natural resources and at the same time step up industrialization. While the expansion of trade on a multi-lateral basis is in the best interests of the country, Canada, it was stated, cannot proceed further or faster in setting the example for freer trade between nations than is justified by the actions of the leading trading nations of the world.

The Chamber's brief also advocated that some form of financial machinery for longer term credit facilities be made available to Canadian exporters in order to enable them to be competitive with exporters of other countries who now enjoy such credit facilities.

Other Recommendations

The Chamber's submission also asked that the Government:

1. Use the provisions of the Agricultural Prices Stabilization Act to protect the farmer from disaster and not to encourage over-production.
2. Take aggressive action to ensure a greater and more continuous flow of desirable immigrants.
3. Re-examine the Canadian defence program to ensure that adequate provision is being made for the vastly more expensive weapons of the future.
4. Organize and train the forces in Canada, other than those for whom an immediate operational role is contemplated, to assist the civil population to survive a nuclear attack.
5. Continue economic support to under-developed countries, in particular those within the Commonwealth.
6. Complete as expeditiously as practicable the review being made of combines control legislation.
7. Stop advertising, promotion and solicitation activities carried on by the Annuities Branch of the Department of Labour and release or transfer to other work the staff now engaged in such work, and discontinue the sale of group annuities by the Annuities Branch.

8. Recognize with respect any regulation required at the national government level relating to energy resources that this regulation should be administered by existing agencies of the Government of Canada, augmented where deemed necessary.

9. Take the lead for the immediate establishment of machinery for interprovincial liaison and planning for the construction of interprovincial, development, and other highways of national importance.

10. Provide for observance of Victoria Day to take place on the Monday following May 23.

11. Give necessary industries in Canada every possible support exclusive of subsidies to encourage the export of finished goods.

12. Take the necessary steps towards the holding of a World Fair in Canada in 1967 to mark the Centennial of Canadian Confederation.

Round Table on Man and Industry

Last of three annual conferences for exploring impact of rapid industrialization on human well-being is held. Book on the series to be published in near future

The last session of a series of three annual conferences, known as the Round Table on Man and Industry, was held under the auspices of the School of Social Work, University of Toronto, on November 2-7. The object of the conference was to explore the impact of rapid industrialization on human well-being.

This session, like the earlier ones (L.G. 1956, p. 1366 and 1957, p. 1426), was attended by about 120 delegates representing management, labour, government, the universities, and various national, religious, welfare and other organizations.

The visits to "impact areas" that were an important feature of the first two conferences, and for which the delegates were divided into six groups to visit six selected areas, were omitted this year. On one afternoon and evening, however, the whole conference visited the International Business Machines plant and the newly developed community in Don Mills. The groups also maintained their identity for group discussion.

Each group provided one member of a panel for plenary discussion of each of the three topics which had been brought out at the previous sessions as most worth discussing in this last session. A paper on each subject was read in plenary session. A discussion by the six groups followed, and this was rounded off by a panel presentation at the second plenary session, after which there was a brief period for further discussion.

The three papers were: "Human Considerations in Urban Development," by Dr. Stewart Bates, President of Central Mortgage and Housing Corporation; "Community Participation," by Dr. Murray Ross, Vice-President of the University of Toronto; and "Personal Satisfaction," by Dr. Alastair MacLeod, Assistant Director, Mental Hygiene Institute, Montreal.

Sir Geoffrey Vickers

The opening address on "The Industrial Predicament" was given by Sir Geoffrey Vickers, VC, Chief Consultant to the Round Table. The speaker said that the conference started from the hypothesis that industrialization affects well-being, and that so far on the whole its effect has been good.

"There is no doubt whatever that in Canada today industrialization has brought an abundance of material wealth and has made it available to a very large proportion of people." Nor has all this been bought at the cost of freedom and order. "Why then," he asked, "our three years' stock-taking? Why the undertone of anxiety?"

The first cause for doubt, Sir Geoffrey said, was whether the recent economic changes had disturbed social relations, which were more subtle but not less important than economic abundance and equal distribution. The second doubt was the view that "industrialization distorts the values by which people live, inculcating standards which are neither satisfying in themselves nor sufficiently attainable, because they are related to measures of material success which are continually being shifted by the competitive process." The third and most radical of the three doubts was that contained in "the criticism that rapid industrialization makes demands on our adaptation greater than we can meet, except at a cost which we have not yet counted."

The speaker went on to discuss the supposed dangers implied in these criticisms of the present industrial age.

Stewart Bates

The President of Central Mortgage and Housing Corporation spoke of the difficulties of town and city planning in the present

age, and of the many forces working independently to produce the total result.

"Cities were once simple and engendered real affection in those whose opinions formed them. Common symbols and techniques made for order and focus," the speaker said. "The 19th and 20th Centuries released new forces. Science and industry led to rarefied purposes and values in townbuilding . . .

The choice of the urban form became more and more fragmented, and development of the urban art deteriorated. Some choices are made by municipal planners and highway engineers; other choices by politically elected municipal persons; still others by corporate managers of substance and power; some choices made today are without reference to precedence and subsequent choice. A common mind as to the total form of the unfolding townscape does not exist. Most individuals, if they ever consider the form of city growth at all, feel powerless in face of these powerful groups.

To overcome certain conditions we need action, Mr. Bates said. The necessary investigations "must involve collaboration between the three groups—governments, corporate organizations, and people". It is only through such action that we can get "a common language . . . on the art of city building."

Alastair W. MacLeod, M.D.

There are three "schools" to which the developing individual goes—"the familial, the academic and the industrial," said Dr. Alastair MacLeod, Assistant Professor, Department of Psychiatry, McGill University.

Speaking of industry as "one of the senior educational institutions of our society," Dr. MacLeod said: "There are areas in which modern industry has failed modern man. These are the areas in which it has nullified or failed to reinforce the skills learned earlier in life. For many workers it has become a dead end rather than a springboard for further achievement. Industry still tends to dominate man rather than to teach him. In this it hinders rather than fosters the satisfying of one basic need—the need for personal satisfactions which are the reward of a continual increase in the skills of living."

Industry's need for a highly mobile labour force was also liable to conflict with the welfare of the individual, especially if the reasons for the moves demanded by industry were not explained to him, and "if the move is seen as a result of an impersonal decision by an impersonal management".

Modern industry often failed to meet man's "need for an abundance of stimulating, challenging, even irritating experiences. Individuals cannot function adequately unless the circumstances of their life provide them with opportunities for experiencing some tension, uncertainty, anger, anxiety, worry and even quarrels and open hostility," the speaker said.

"Contrary to popular comment on the increasing stress of modern industrial life, industry has not met man's need for stress of the right kind," he continued. "All stress should not be completely eliminated from human relationships but rather it should be maintained within the limits required for stimulation without being allowed to reach the point where it assumes breakdown proportions."

It was also argued, he said, that certain trends in modern industry are "theoretically capable of disturbing biological harmony of family organizations". In illustrating this argument earlier he had said: "Father no longer has opportunities for pursuing aggressive competitive goals openly at work. Some of his basic masculine needs remain unmet. Mother no longer feels she has a real man for a husband and becomes openly aggressive and competitive herself, even moving out of the home into industry in her efforts to restore the biological balance." Further complications were seen in the behaviour of the children.

The efficiency that industry seeks for itself may also be inimical to man's health through its emphasis on "productivity and stereotypy of response," Dr. MacLeod pointed out.

A book on the experiment of the Round Table, written by Sir Geoffrey Vickers, will be published in the near future by the University of Toronto Press. Plans have also been made to produce a pamphlet explaining the method of the conferences.

White-Collar Workers Increase in West Germany

The drive for automation in West German industry is strengthening the white-collar worker's position.

Between 1950 and 1957 the number of white-collar workers increased by 67 per cent, compared with a rise of 47 per cent for manual workers.

In 1950 there were 19 white-collar workers for each 100 manual workers. At the end of 1957 the ratio was 22 to 100.

Manpower Developments in Canada, 1958

Last year was one of adjustment and recovery from economic contraction of late 1957 and early 1958. Gains in production, employment and income smaller than in most postwar years. Labour force growth more moderate than in 1956 and 1957

Most of 1958 was a year of adjustment and recovery following the contraction of economic activity that took place during the latter part of 1957 and early 1958. Advances in production, employment and income for the year as a whole were therefore smaller than in most years of the postwar period.

The value of the nation's total output of goods and services was running at an annual rate (seasonally adjusted) of \$32,-388 million in the third quarter, which was 2.2 per cent higher than in the third quarter of 1957. The advance in real output was quite modest, however, as prices continued to rise during 1958.

The underlying employment trend turned up early in 1958 after declining fairly steadily from the second quarter of 1957. While the over-all employment gain was small, the loss incurred in non-farm employment during the contraction was recouped by the end of 1958. The gain extended however, across a much narrower front than it did, for example, in 1955. Farm employment continued the long-term downward trend.

The labour force showed a more moderate rate of increase in 1958 than in the preceding two years. For the year as a whole, the labour force was estimated to be 126,000 higher than in the previous year. This compares with annual increases of 172,000 and 221,000 respectively during 1956 and 1957.

The reduced number of new entrants to the labour force this year can be attributed to the relatively small increase in the adult population. The civilian non-institutional population aged 14 years and over showed an average increase of only 14,000 a month in the fourth quarter of 1958 compared with 19,000 a month in the same period the year before.

Most of the year-to-year difference was due to changes in immigration. In 1957, some 282,000 immigrants arrived in Canada, and about half of them became attached to the labour force. In 1958, the number of immigrants entering the country was estimated at 125,000.

Although lower immigration was probably the principal cause of the slower growth of the labour force during 1958, a drop in the proportion participating in the labour force was an important contributing

factor. In December 1958, 53.4 per cent of the population 14 years and over were in the labour force compared with 53.8 per cent a year earlier. In other words, if the participation rate in December 1958 had been the same as a year earlier there would have been 40,000 more persons in the labour force. There are various reasons for the decline in participation rates, one of the most important being the scarcity of job opportunities. It is notable that the fall in labour force participation is most marked in the older and younger age groups.

One of the major problems in 1958 was the relatively high level of unemployment. For the year as a whole the number of persons without jobs and seeking work was almost two-thirds higher than in 1957. As the year drew to a close there was evidence of improvement, however. The increase in job-seekers between August and December was only about half as large as in the previous year although the unemployment level in December was still higher than a year earlier*.

Female Employment

Employment of women continued at a high level during 1958. The monthly average number with jobs was about 40,000 higher than in 1957. Throughout the year some 25 per cent of all women of working age continued to hold jobs, with a low point of 24.4 in February and a peak of 26.0 in October. There was less fluctuation in the proportion of women job-holders in 1958 than in the preceding year, when the February low was 24.2 per cent but the high point, which came in January, was 26.4.

The year-to-year increase in the number of women in the labour force was 60,000 on average, but in December the increase had dropped to 24,000. This represents about 22 per cent of the total growth in the female population of working age. From January to August, each month showed a higher labour force participation rate for women than a year earlier, but it fell below the 1957 level in September, and again in December.

*For an article on the outlook for 1959 see January issue, page 2.

The proportion of women without jobs and seeking work—always much smaller than the proportion of men—was consistently higher in 1958 than during the previous year. The monthly average in this group rose from 30,000 to 50,000, and the numerical increase from December to December was about 8,000.

Expansion of female employment was not as great as in other recent years, mainly because employment for teen-age girls remained almost unchanged while the number of girls in the 14-19 year age group rose by some 31,000. Most of the girls did not seek jobs, but some 6,000 did, and they account for three quarters of the increase in women job-seekers during 1958. (Lack of job opportunities for new entrants affected particularly teen-agers of both sexes.)

For women aged 20-44 there was no increase in jobs; there was in fact a slight drop. But this was offset by a substantial growth in the number of jobs held by older women (45-64), most of them presumably married. For the first time, in September 1958 there were more married than single women working. This continued through October and November, but by the end of the year single women workers had again overtaken the married.

An unusual feature of women's employment in 1958 was the relatively high level in agriculture throughout the summer, reaching a peak in the late fall but falling to more regular proportions in the closing months of the year.

Industrial Employment

Employment expansion during 1958 was largely concentrated in the service industries. In November, the number of persons employed in services, which include schools, hospitals, federal, provincial and local government agencies, theatres, law firms, barber shops, laundries, hotels, restaurants and a variety of other establishments of a similar kind, was estimated at 1,313,000, which was 101,000 more than a year earlier. These industries have shown a relatively high rate of growth in all postwar years and are largely responsible for the strong demand for women workers.

Activity in the goods-producing industries increased moderately as the year progressed, although the pattern was not uniform. The over-all business recovery was hampered by weaknesses in a number of key durable goods industries. Automobile plants operated at a relatively low level until the latter part of the year; in the first ten months sales were 7 per cent lower than in the comparable period in 1957. There was, however, a sharp increase in output at the end of the year. The shipbuilding and railway rolling stock industries also showed employment declines owing to reduced orders. Electrical apparatus, household furnishings and building materials showed a noticeable improvement, in large measure owing to the stimulus provided by a record rate of housebuilding.

The soft goods industries fared better than durables in 1958. Total output of non-durables increased fairly steadily following the January low. In October, the index (seasonally adjusted) stood at 248.5, only 2 per cent below the 1957 peak. The improvement extended across a broad front, with paper products, textiles, chemicals, food and beverages showing gains.

As usual in the early stages of business recovery, the increase in output was accomplished to some extent by reducing

INDUSTRIAL PRODUCTION (Adjusted for seasonal variation) Volume Indexes (1935-39=100)

Industry	1st quarter 1957	4th quarter 1957	3rd quarter 1958
Total Industrial Production	291.1	275.4	278.2
Manufacturing	290.1	270.1	271.8
Food and Beverages	247.1	250.1	253.3
Tobacco Products	361.4	347.6	414.7
Rubber Products	321.2	295.4	313.2
Leather Products	148.9	146.9	153.7
Textile Products	184.5	160.3	165.7
Clothing	154.7	146.4	158.6
Paper Products	282.5	253.4	278.1
Printing and Publishing	242.7	219.2	224.9
Petroleum and Coal Products ...	466.1	440.9	426.8
Chemical and Allied Products ...	301.2	305.9	308.4
Wood Products	237.3	223.2	230.9
Iron and Steel Products	338.3	278.3	262.4
Transportation Equipment	385.6	360.3	311.1
Non-ferrous Metal Products	306.1	276.9	265.2
Electrical Apparatus and Supplies	523.6	466.1	477.3
Non-Metallic Mineral Products ..	492.2	536.3	588.4
Mining Production	289.2	282.9	287.6
Electricity and Gas	305.8	312.0	312.7

part-time work and lengthening the work week rather than by hiring additional workers. Thus, average hours worked in manufacturing (seasonally adjusted) increased from a low of 39.6 in November 1957 to 40.5 in September 1958.

The declining trend in construction employment that began in the second quarter of 1957 was arrested early in 1958. From that time, employment in construction remained quite stable, although some important segments of the industry showed opposing trends. Residential construction was an important area of strength throughout 1958. At a seasonally adjusted annual rate of \$1,832 million in the third quarter, outlays for residential construction were at an all-time high and nearly 10 per cent

above the high level of the first quarter of 1958. Outlays for non-residential construction, seasonally adjusted, declined by 2.9 per cent between the first and third quarters. Expenditures on non-residential construction showed a decline of about 8 per cent between the peak in the third quarter of 1957 and the third quarter of 1958.

Forestry employment continued at an unusually low level during 1958 owing to a decline in pulpwood production. Developments in the lumbering industry were much more encouraging. Lumber sales increased markedly during the year, resulting in a corresponding rise in production. In October, for example, total production of sawn lumber in Canada was 18 per cent higher than in the corresponding month in 1957.

Labour-Management Relations

The past year was eventful in the labour relations field, notably in the area of collective bargaining. The tendency since the late 1940's has been to sign contracts for more than one year's duration, generally for two or three years. A great many agreements of varying duration terminated in 1958, resulting in a long list of key agreements to be negotiated. In no other recent year have so many agreements come due. In addition, a number of negotiations, notably that of 130,000 non-operating railway employees, carried over from late 1957.

Since a number of the strikes in 1958 were of long duration, much more time was lost through work stoppages during the year than in 1957—an estimated 2,819,000 man-days compared with 1,635,000 man-days in 1957. Large-scale strikes were more prevalent in Ontario and British Columbia than in other parts of the country.

By the end of 1958 settlements had been achieved in all major industrial disputes. The Canadian worker achieved a further increase in wages and improved working conditions. While wage increases were passed over more frequently in 1958 than in any postwar year surveyed, the vast majority of settlements included a wage advance. Wage increases were most often within the range of 5 to 10 cents an hour. Improvements in working conditions included the extension of three weeks' vacation among workers with 25 years' service. Some of the agreements also featured increased pension plans.

It is noteworthy that labour organizations have continued to maintain their membership at about one in every three non-agricultural paid workers. In January 1958,

a total of 1,454,000 members were reported, an increase of almost 5 per cent over the previous year.

Working Conditions*

Comparisons obtained from the annual surveys of working conditions conducted by the department's Economics and Research Branch show that during the 12 months ending April 1, 1958 there was a continuation of the movement towards the 40-hour week for plant workers in Canadian manufacturing. During this period the percentage of workers employed in plants whose normal work week was 40 hours or less rose from 66 per cent to 70 per cent of those covered by the annual surveys. Only 43 per cent of the plant workers covered by the survey of April 1, 1953 were in establishments with a normal work week of 40 hours or less.

During the five-year period, 1953 to 1958, the percentage of plant workers with a five-day work week schedule rose from just under 79 per cent to a little more than 88 per cent.

Paid vacations of two weeks were reported by establishments employing 95.3 per cent of the plant employees at April 1, 1958. This was a very slight increase over the percentage reported in the 1957 survey, 94.8, but the 1958 survey showed a continuation of the trend towards shorter service requirements for qualification for such vacations. At April 1, 1957, 60 per

*For more detailed information on working conditions see *Working Conditions in Canada, 1958*, available from the Queen's Printer. See also annual articles on working conditions in manufacturing in the *LABOUR GAZETTE*, the most recent being that in the September 1958 issue, page 1,049.

cent of the workers covered by the survey could qualify for a paid vacation of two weeks after service of three years or less; a year later this proportion had risen to 65 per cent.

There has been a steady increase in the proportion of workers in manufacturing plants which provide a three-week vacation and this increase has been accompanied by a reduction in service requirements. The three-week vacation was extended to about 73 per cent of the plant workers in 1958, compared with some 68 per cent in 1957. In 1953, just half of the workers covered by the survey of that year were in plants which provided for such a vacation after any period of service. Although 15 years

is still the usual service requirement, those qualifying after fewer than 10 years' service rose from 1 per cent in 1957 to almost 4 per cent at April 1, 1958.

Similarly, provisions of a four-week paid vacation also increased, from about 12 per cent in 1957 to almost 16 per cent in 1958. In 1953, only 4 per cent of plant workers were in establishments which made provision for four-week vacations. The service requirement for a four-week vacation is almost always 25 years.

Almost 18 per cent of the plant workers in Canadian manufacturing are now granted nine or more paid statutory holidays; this proportion compares with 14 per cent in April 1957 and 9 per cent in 1953.

Regional Employment Conditions

Atlantic

Apart from seasonal fluctuations, employment in the Atlantic region was quite stable during most of 1958. The low point in activity was reached early in the year, bringing an end to the downward trend that began in July 1957. Farm employment increased more than usual during the spring and early summer so that the total number of persons with jobs (seasonally adjusted) showed a rise of 13,000 between March and August. By December, total employment was only 5,000 above the March trough owing to a reversal of the trend in agriculture. For the year as a whole, total employment (annual averages) was estimated at 479,000, some 20,000 lower than in 1957. Unemployment was considerably higher than in 1957 although some improvement occurred towards the end of the year.

The decline in business activity from 1957 to last year's low point was deeper and more widespread in the Atlantic provinces than in other parts of the country. Persons with jobs (seasonally adjusted) in this period decreased by more than 6 per cent compared with a 3-per-cent decline for the country as a whole.

Although the declining trend in business activity was arrested early in 1958, the forces responsible for the recession had still not altered appreciably at the end of the year. The pattern in 1958 was mainly one of adjustment, with relatively small production and employment gains. Most economic indicators showed only slight improvement during 1958 so that over-all economic activity can be expected to remain fairly stable in the early part of 1959.

Inventories of pulpwood, although lower than in the previous year, were still high in relation to consumption. In manufacturing, conditions continued to be almost

uniformly less favourable than in the previous year. The construction industry was quite active during the latter part of 1958 after operating at a relatively low level earlier in the year. By November, construction employment was higher than in the previous year in all four of the Atlantic provinces. Most of the improvement came from increased housebuilding; housing starts in November for the region were one third greater than in the same month of 1957. The employment gains in engineering construction were relatively small all year compared with the sharp advances in the value of contracts awarded; but because contracts are usually let well in advance of initial construction, some improvement may take place in this sector during the coming year.

Reduced sales for most major commodities such as lumber, newsprint and steel resulted in sharp cutbacks in employment and production in manufacturing and brought about even sharper declines in certain non-manufacturing industries associated with these products. Forestry employment, for example, was about 20 per cent lower, on the average, in the first 11 months of 1958 than in the same period the year before. The cutback in steel production had a dampening effect on the demand for iron ore; temporary shutdowns and intermittent layoffs at the Bell Island Mines in Newfoundland were a direct result of curtailment of production at the Sydney steel plant.

Pulpwood logging and lumbering showed some strengthening towards the end of 1958, but employment in forestry remained lower than in most recent years: at the normal peak season last summer, it was only half the level of the previous year.

Weaknesses in the commodity producing industries had a dampening effect on employment in transportation. Employment in steam railways recovered slightly during the latter part of 1958 but was 10 per cent lower in the first 11 months than in the same period in 1957. Truck transportation showed a similar decline, mainly because of reductions in output of forestry and manufacturing.

Quebec

Economic activity in Quebec made a recovery in 1958 in spite of persistent weaknesses in mining and parts of manufacturing. In March, total employment, seasonally adjusted, was down between 3 and 4 per cent from the previous high in mid-1957. This loss was fully recovered in the second quarter of the year and although it fell off somewhat in succeeding months the average for the year was still fractionally higher than for 1957.

The labour force in 1958 showed an increase of 3 per cent over 1957, not as great as the 3.8-per-cent gain of the previous year but above the average for the country as a whole.

Since the number of new jobs failed to expand at the same rate as the labour force, the average level of unemployment was considerably higher than in the previous year. The year-to-year difference diminished steadily towards the end of 1958 and recent strengthening in a number of industries suggests that this improvement may continue.

Steady gains in trade, finance and services, a record level of residential construction, and some improvement in forestry towards the end of the year have been the main factors contributing to the gain in over-all employment.

The logging industry experienced one of its worst years, in the postwar period. Employment was on average 30 per cent lower than in 1957 with most of the loss concentrated in the winter and early spring. The last half of the year saw a considerable improvement. Winter pulp cutting programs were generally larger than the previous season and lumber production was markedly higher.

The construction industry was a major source of strength in 1958. Although the peak of labour requirements had been passed in many of the large power and resource development projects, there were offsetting increases in other types of construction. Housing starts in the first 11 months were 33 per cent higher than in the same period in 1957 and the number of

units under construction at the end of November was up 35 per cent. A substantial rise in road building during the year gave added strength to the over-all construction picture.

Mining employment in 1958 was more than 5 per cent lower than in 1957. To some extent the decline was a result of reduced demand for base metals, which affected not only established operations but also slowed down development work in the new fields. The reorganization of operations in asbestos mining caused some layoffs in the early part of the year but increased employment and production were reported towards the end of the year.

Manufacturing employment was, on the average, some 5 per cent below the average of the previous year. Although nearly all groups within manufacturing showed lower employment in 1958 than in 1957, there were differences in employment trends. Employment became firmer during the year in the pulp and paper industry, as excess inventories were being reduced and demand in Canada and abroad improved slightly. Sawmills experienced a good season in the second part of the year in response to growing requirements of the construction industry. Primary and secondary textile plants showed signs of improvement from August on, although employment was still well below the level of 1957. Employment in the iron and steel and transportation equipment industries was about 11 and 12 per cent lower than in the previous year. While sharp employment declines in the iron and steel industry seem to have come to an end in March 1958, the downward trend is still continuing in the transportation equipment industry. The amount of shipbuilding work fell steadily through the year; and the resulting employment decline was accentuated by a two-month strike in Lauzon. At the end of the year shipbuilding employment was down more than one-third from a year earlier.

As in other regions, the increasing labour needs of the service and distribution industries have been another support to activity in the region; employment in the various industry groups showed gains of from 2 to 5 per cent. In addition, the upturn in logging and the record level of residential construction has resulted in lower unemployment in many centres. Employment in the textile and clothing industry, one of the largest employers in the region, was also considerably more active in the last quarter of 1958 than a year earlier. As a result of these developments, the general tone at the beginning of 1959 was stronger than a year ago.

Ontario

The downward trend in Ontario's economy that began in the second half of 1957 continued into early 1958. Employment (apart from seasonal) declined between 2 and 3 per cent from the peak in August 1957 to the low in February 1958. Part of the loss was recovered during the early spring months but average employment for the year as a whole was slightly below the year-earlier levels. The difference was almost entirely due to the decline in agriculture.

The decline in employment combined with a rise in the labour force resulted in a higher level of unemployment. The number of persons without jobs and seeking work was, on the average, about 60 per cent higher than the year before, but still well below the Canada average.

The employment situation was the result of opposing trends in various industries. A decline in activity was most noticeable in manufacturing, industrial construction, and the resource industries (except uranium). Average employment in manufacturing in the first 11 months of 1958 was about 7 per cent lower than in the same period a year earlier. Most affected were producers goods industries, automobiles and other consumer durables, and textiles. The drop in employment in iron and steel products, machinery manufacturing, and electrical apparatus and supplies ranged from 9 to 13 per cent. On the other hand, production of some durable consumer goods and most non-durables remained strong and even showed year-to-year gains.

In the resource industries, forestry employment experienced a drastic year-to-year decline which averaged 32 per cent in the January to November period. Employment in mining, though disrupted by the strike at the International Nickel Company in Sudbury, was substantially higher than in 1957, mainly due to a spectacular rise in uranium production. The value of uranium output is expected to exceed \$200 million for 1958, compared with about \$78 million in 1957.

Among the causes that contributed, in a positive or negative way, to shaping Ontario's economy during 1958, these factors stand out: population growth, construction, motor vehicle production, and foreign trade.

Ontario experienced a sharp increase in population in 1957, mainly because of the unusually large number of immigrants who settled in the province. As a result, the adult population of working age in the region increased by 3.4 per cent, compared with 2.8 per cent for Canada as a whole.

In 1958, immigration was substantially reduced and the rate of population growth declined to 2.4 per cent, still higher than the Canadian total. In spite of the slowdown in population growth in 1958, the increase in the preceding year, which exceeded the growth of employment in that year, meant that a surplus of workers was carried into 1958. This surplus increased during the early part of 1958 as employment in the region declined (apart from seasonally). In the latter part of 1958, the year-to-year difference in unemployment narrowed slightly as the growth of the labour force declined and employment improved.

Construction remained one of the principal sustaining forces in the region's economy throughout the year, a sharp drop in industrial construction being to a large extent offset by the increase in new housing. During the first half of the year residential construction exceeded the previous year's volume by about two-thirds, due to the slow start of residential construction in 1957. Since the middle of the year, the year-to-year margin narrowed but still remained very substantial. Total housing starts in the first 11 months of 1958 were some 39 per cent higher than a year earlier. Since the second quarter, construction activity received added strength from large government, institutional, and commercial building programs. The completion of a number of resource development and power projects, notably the St. Lawrence Seaway and Power Project and the Trans-Canada Pipe Line, were the main factors in the decline of total construction employment. Little increase was evident in this type of construction at the end of the year.

The drop in automobile production was the main domestic factor responsible for the decline in manufacturing employment. Motor vehicle production dropped steadily between the fall of 1957 and the first quarter of 1958, resulting in a 20-per-cent year-to-year decline during the first nine months of the year. In the last three months production rose gradually, reducing the difference for the year as a whole to 14 per cent. Employment-wise, however, the decline was much greater (21 per cent), due to measures taken by the producers to reduce production costs. It was in keeping with the decline in economic activity that production of commercial vehicles declined at a faster rate than passenger cars. It is also worth noting that motor vehicle *sales* for the first 10 months dropped by only 4.7 per cent over the year, the gap between production and sales being filled by imports and inventory liquidation.

Owing to the important position of the automotive industry as a user of a great variety of materials, the drop in motor vehicle production was reflected in the output of steel and other metals, rubber, glass, textiles, and many other items. The increase in motor vehicle sales in recent weeks and the substantial drop in inventories (23 per cent between October 1957 and 1958) suggests that 1959 will bring an improvement in this industry.

Foreign trade played, both directly and indirectly, a decisive part in the economic decline in the region. Declines in total Canadian exports had a strong impact on Ontario's economy and were felt particularly in forestry products, iron ore, copper and other primary products. The decline began in the first half of 1957, and 1958 brought little improvement. Largely as a result of this decline, the resource industries experienced a drop in investment, which in turn resulted in the reduced demand for heavy industrial machinery and equipment. An important exception among the resource industries was uranium, whose total Canadian export value in the first 10 months of 1958 was more than double that of the same period a year earlier. The expansion of uranium output at Elliott Lake helped alleviate the effects of the decline in forestry and mining in Northern Ontario. Another important factor of strength was the increase in export of beef cattle to the United States.

Imports continued to have an adverse net effect on Ontario's economy. Although total Canadian commodity imports declined during the year, the decline was due mostly to reduced investment and largely concerned capital goods. The consumer goods industries continued to feel the pressure of foreign competition, which was particularly noticeable in the automotive industry, in textiles and in electrical apparatus.

The weaknesses in manufacturing, in the resource industries, and in foreign trade were partly offset by continued strength in the service and distributive industries. Employment in service and public utilities throughout 1958 was considerably higher than a year earlier, while employment in trade for the first 11 months of the year showed a slight increase over the previous year.

In the past year, three different periods of economic development can be distinguished: a period of contraction in the first quarter, which was essentially a continuation of the conditions that prevailed in the last quarter of the preceding year; a period of levelling-off during the second

and third quarter; and a fourth quarter which showed signs of consolidation and new strength. In addition to the decided improvement in the fourth quarter in the automobile industry, another encouraging sign can be seen in inventory movements: since the second quarter inventory liquidation has slowed down and in many establishments interviewed recently, stocks were considered low in relation to current sales. The rise in automobile production should soon have a beneficial effect on the many industries that depend on the automobile industry.

Prairie

The prairie economy generally continued to expand in 1958. Setbacks were experienced in a few segments but the number of job holders rose to an all-time high. In spite of a decline averaging 3 per cent in agriculture, total employment was estimated to be up almost 2 per cent from 1957. The increase in employment was not quite sufficient to offset the increase in the labour force, however, so that there was more unemployment than the year before.

A substantial increase in non-farm employment brought its total for the year to 4 per cent above the 1957 figure. This very nearly equalled the 1956-57 change of 5 per cent. The 1958 labour force increase from the year before was equal to 2.5 per cent, the average rate for the preceding three years. Unemployment was higher than in 1957 until the fourth quarter, when the year-to-year difference dropped to negligible proportions.

Increased mechanization enabled the smaller agricultural labour force to increase total production and income. This total, shared among fewer individuals, allowed them to have higher gross returns, net incomes being affected by higher costs. A slightly smaller grain crop due to drought was offset by an increase in livestock production. Grain sales included disposal of some stored surpluses and were, in total, about equal to 1957. Both shipments and prices of livestock were much higher. Thus, the farmer's cash position, while not reaching the levels of 1955 and 1956, was improved from 1957.

Ample farm labour was available through the summer and fall. There was for the first time no movement of workers from Eastern Canada in the government-assisted harvest excursion which had been an annual feature for many years.

The 4-per-cent increase in non-agricultural employment varied, in year-to-year terms, from a low of less than a 1-per-cent gain in January over the same month in 1957 to a high of more than a 6-per-cent gain in the summer over the same period of the previous year. At the close of the year the gain over 1957 was about midway between the low and the high. Continued steady expansion in trade, finance, and service occupations, which together make up more than one quarter of all non-agricultural employment, and a resurgence in construction accounted largely for the gain.

Construction employment in 1958 began at a lower level of activity than at the beginning of 1957. It turned up sharply in the spring, however, and continued to gain until the fourth quarter, when the usual seasonal factors prompted some decline. At this time, construction employment was more than 7 per cent higher than in 1957.

In the year-to-year comparison, only engineering construction was off. Erection of business and industrial structures was improved. Residential building achieved new records, with the number of urban starts estimated to be almost half again as high as in the previous year. Calgary's building permits, at \$100,000,000, were double the total for 1957 and a third higher than the previous record set in 1956, Regina's increased more than 50 per cent, and Saskatoon's total was 33 per cent higher.

In the gas and oil industry, a loop to parallel the main line to Lake Superior, and additional compressor stations were completed. Twenty-six million dollars were spent by a pipeline company in Alberta for gathering systems, and the Saskatchewan Power Corporation built 470 miles of line at a cost of \$16,000,000. Electric generating capacity under construction in the year included a hydro project near Winnipeg and thermal plants in all provinces. One of the two 265,000 kilowatt, \$40,000,000 plants in Saskatchewan is located at Estevan to utilize the lignite coal deposits there.

The first commercial potash to be mined in Canada was shipped in December from a mine near Saskatoon, one of the two \$20,000,000 sites in Saskatchewan. In the precambrian area of Northern Manitoba three large projects are under development at Moak Lake, Thompson, and Kelsey for the exploitation of non-ferrous metals. Under construction are mining facilities, generating capacity, and housing.

The phenomenal growth of Alberta's oil industry suffered a setback. Due to decreased demand in Eastern Canadian and export markets, production declined by approximately 20 per cent and drilling completions were down 17 per cent from 1957. Some revival was evident at the end of the year, but employment was down 10 per cent from a year earlier. Coal mining in the Crowsnest Pass district was also hard hit by the competition of oil and gas for domestic and industrial uses.

Saskatchewan's and Manitoba's oil products sell mainly to the markets of the central provinces in Canada and the Minneapolis-St. Paul area of the United States. Because they are closer to these markets than the Alberta producers, who also depend on these areas for a large part of their sales, they possess a competitive advantage in cheaper transportation costs. They were, therefore, enabled to continue their expansion through 1958. New markets and cheaper production methods also precipitated a near boom in the lignite coal industry of Southeastern Saskatchewan. Natural gas exploitation continued at a brisk pace in all three provinces.

Manufacturing evidenced some varying trends. General inventory liquidation, weakness in demand for partly processed primary products, and foreign competition for highly processed goods reversed the general growth trend. Aircraft parts factories, railway shops, and garment makers were in a particularly vulnerable position. Agriculturally based industries and producers of goods with local markets fared best. These included printing and publishing, some construction material fabrication, and food—particularly meat packing—and beverage industries. On balance, total employment in manufacturing was slightly down from 1957 for most of the year, with some relative gain taking place in the fourth quarter.

Continuing mechanization and reduced shipments of coal, ore, and grain combined to depress employment in transportation. In forestry it was near normal in the western half of the region but decidedly lower in the Lakehead district. Maintenance of urban consumption expenditures at a high level and improvement in the farmer's cash position added buoyancy to employment in the wholesale and retail occupations. The moderate increase here was important because of the large numbers engaged in these activities. Higher retail sales and exports in the fourth quarter provided the impetus for increased production of consumption goods and for increased

investments. Thus the Prairie region was enabled to end the year with a larger part of its labour force employed than any of the other four regions.

Pacific

The main features of the year in British Columbia were a heavy volume of unemployment, protracted labour-management disputes in construction and transportation, and a severe drought which caused the complete shutdown of logging operations in many areas for the better part of three months. These developments tended to obscure a significant strengthening in the demand for lumber, a very high level of residential construction and some strengthening in mining towards the end of the year.

Employment in the region (seasonally adjusted) dropped about 4 per cent between mid-1957 and the end of that year, remained stable during the first half of 1958, and rose steadily in the last six months. In December, employment was 3 per cent higher than a year earlier and only slightly below the 1957 peak.

In common with the rest of the country, the labour force growth in British Columbia slowed down in the last half of the year after more than a year of unusually rapid expansion. In the first half of the year the labour force was 2 per cent higher; in the second half, on the average, 1 per cent greater than in the same period in 1957.

The combination of reduced labour force growth and steady employment gains improved the unemployment picture. At the year end unemployment was about the same as a year earlier, although it was still high in relation both to previous years and to the national average.

Construction was a major factor preventing an early rise in activity. Investment dropped in 1958 from the high level of the past few years as expansion slowed down in utilities, pulp and paper manufacturing, oil refining and aluminum smelting. The resulting employment decline was accentuated by a series of labour-management disputes that began early in March and were not concluded until the end of September. Although residential building reached a record level, average construction employment was down about 28 per cent from a year earlier.

The fall in base metal prices during the past two years had a considerable effect on mining employment in this region. Employment in mining was, on the average,

18 per cent lower in 1958 than in 1957. Most metal mines in the region reduced operations and two fairly large operations closed down entirely. As a result of increased base metal prices at the end of the year the outlook for 1959 is somewhat brighter. Preparations were underway to reopen the Britannia mine, and rehiring in other mines seemed to be in prospect.

Manufacturing employment in 1958 averaged 7 per cent below 1957. In part this decline was an indirect effect of reduced activity in construction, logging and mining. In addition, however, government naval contracts were gradually completed, with consequent layoffs in shipbuilding and machine shops. Contracts for naval ships were awarded at the end of the year but these were not expected to result in any appreciable hiring for some months.

The strength of demand for lumber has been an important support to manufacturing. Lumber shipments began to pick up early in the year as a result of the recovery in residential construction and a drop in ocean freight rates. Gains were mainly in shipments to the United States, which in the first 10 months were up 28 per cent over 1957. Production in the same period was up 12 per cent. Sawmill employment showed a corresponding recovery except in areas affected and seasonal restrictions.

As in other parts of the country the service and distributive industries have been an important support to employment. The gain in British Columbia was relatively small, however, owing in part to the unsettling effects of industrial disputes last summer.

The return of industrial peace to the region and the increased demand for lumber and base metals have brightened the outlook for 1959. The prolonged dispute last summer left a large backlog of work on many construction projects that, together with the large number of houses under construction, will tend to minimize the seasonal employment decline this winter. Logging camps were at higher operating levels than usual in December and most of those forced to close by weather conditions planned to reopen as soon as possible in the new year. There appears to be little prospect of much improvement in shipbuilding, iron and steel products and pulp and paper mills before mid-1959. On the whole, however, a higher level of total employment may be expected during the coming year.

Successful Rehabilitation—XV

Fifteenth and final article in series showing the success in rehabilitation that can be achieved through precise matching of the handicapped person to the job

This is the fifteenth and last in a series of articles illustrating that when a community co-operates in the treatment, training, guidance and placement of a disabled person, he can often meet all the essential requirements of a job. It was written by G. C. Reibling, Special Placement Officer, National Employment Office.

Three years ago Walter was a normally healthy man for his 63 years. He was completing 35 years in a fairly important clerical job with the railway and was looking forward to several more years of pleasant and gainful employment in that occupation. But one evening, in the space of a few seconds, a freak accident changed all that.

While closing his garage doors—usually an uneventful operation—he suffered an injury that resulted in major paralysis.

The next three years were spent trying to obtain a cure for his injury. At last the inevitable had to be faced: he was not only in the geriatrics class but was paralysed from the waist down with no hope of improvement. He had to resign his position. Heavy braces were placed on his legs and he was able to get around a little with what is called a walking horse; but he had practically no mobility.

Although this condition was a severe blow he was still mentally alert and, with the hope that there would be some place for him in the labour market, he got in touch with the local National Employment Office. He had great difficulty in getting to the office and was so exhausted by the effort that it was decided to conduct future interviews in his home.

Thorough assessment of his qualifications revealed that he had excellent typing and clerical experience, which were not marred by his handicap. However, it was decided that because of his lack of mobility employment for him in the open market in the area would be out of the question. Employment that would permit him to stay in his home was the only solution.

The next step was the task of contacting firms which might have work that could be done by Walter in his home. At first this attempt was not successful; but, during the course of the campaign, contact was made with an employer who was seeking an older worker who could operate a small branch for him in the Saint John area. This employer was given details of Walter's case

When the National Employment Service was established by the Unemployment Insurance Act of 1940, a Handicapped Section of the Special Placements Division was set up to provide special employment assistance to physically disabled workers. It was created for the express purpose of rehabilitating into employment those disabled persons capable of working but who, because of their physical, mental or emotional handicaps, might otherwise remain on the fringe of the employment market. The Section's special placement officers concentrate their efforts on, in the words of the manual of instructions, persons who, on account of injury or disease of a character which is likely to last more than six months, or on account of congenital conditions, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience and qualifications.

and arrangements were made for them to meet. The duties involved telephone answering and distributing stenographic typing and clerical duties to others, and supervising their work.

The employer was impressed with Walter's abilities but was not prepared to set up a fully equipped office; Walter could not. That put the onus back on the Special Placement Section of the employment office. The special placement officer contacted several community-minded organizations with the result that a druggist who is a member of the Canadian Paraplegic Association donated an office chair. The Canadian Red Cross came forward with a surplus desk. A local public stenographic service company offered free mimeographing or duplicating service for an indefinite period. The telephone company gave priority in having a private line installed at a time when phones were not readily available. The Saint John Lions Club donated a collapsible wheel chair.

As a result of these efforts and through the co-operation of these organizations Walter was in business. Now, after three years of paralysis and already past the age of 65, he has a fair weekly wage to supplement his railway pension.

The special placement section can look with pride to the rehabilitation of not only an older worker but a seriously handicapped person, who has taken his place in society as a useful and self-sufficient individual.

Problems of Handicapped Job Applicants

Special Placements Division of National Employment Service lists some of the problems related to handicapped job applicants. Ontario Workmen's Compensation Board expresses satisfaction with development of local rehabilitation centres

The Special Placements Division of the National Employment Service enumerated, in a report to the Montreal Council for the Guidance of the Handicapped, some of the problems related to handicapped job applicants as follows:

1. Lack of a completed elementary education.

2. Lack of work-training in the skilled trades.

3. The high percentage of applicants who might be classified as labourers because they have to be directed to some occupation other than their usual one.

4. Indifference of the applicants to work-consciousness which necessitates considerable counselling and guidance in more than one interview.

5. The lapse between the time when the applicant leaves an institution and the time when he is ready for placement. This is a very anxious period for the applicant and several counsellings are required to bridge the difficult period before the applicant is adapted to his new conditions.

* * *

Satisfaction with the opening of its Rehabilitation Centre at Downsview and with the development of other local rehabilitation centres has been expressed by the Ontario Workmen's Compensation Board. A recent report in the Board's news bulletin noted that major urban areas were developing their own centres and that general hospitals were expanding their physical medicine facilities.

It also said: "During the two years it took to construct Downsview, at least three other centres, in addition to those at Hamilton, Kingston and Windsor, were established by public agencies. New ones are still being planned. The obvious result of all this is that an increasing number of the more seriously injured workmen will be able to obtain treatment in their own localities. Downsview thus emerges as a centre specifically designed to accommodate the most seriously injured."

* * *

Around the Provinces

Allan Roeher, Saskatchewan Provincial Co-ordinator of Rehabilitation, and his staff are now publishing a newsletter designed

to keep the province's rehabilitation workers better informed.

An article, "The Attitude of Employers towards Mental Illness," appeared in a recent issue of the *Canadian Personnel and Industrial Relations Journal*. Written by Doris C. Clark, Executive Director of the Institute of Physical Medicine and Rehabilitation of Hamilton, it dealt with a Toronto survey.

Dr. L. C. Bashow, formerly with the Workmen's Compensation Board, Downsview, has assumed his new post as Medical Director of the Forest Hill Rehabilitation Centre. He is also acting as Medical Advisor to the rehabilitation program of the Ontario Department of Health and Social Services.

Two physiotherapists and an occupational therapist have also been appointed to the Forest Hill Centre.

John Helliwell, 21-year-old Vancouver student who was stricken with polio during his first year at university, has become the 1959 Rhodes scholar for British Columbia.

Dr. Paul Emile Phoenix, psychiatrist on the University of Montreal's Faculty of Medicine, has joined the staff of the Rehabilitation Institute of Montreal.

To ascertain the number of disabled persons in the province, British Columbia's Health and Welfare Department has been requested by the Community Chest and Council of Greater Vancouver to start an adult registry of the civilian disabled. They pointed out that at present there is no guide to the number of disabled over 21 and suggested the registry could be similar to, or an extension of, the Handicapped Children's Registry, which lists approximately 11,000 children in the province.

A group of disabled persons is operating Telephone Answering Services in Port Arthur and Fort William, Ont.

* * *

The Third International Congress of the World Confederation for Physical Therapy will be held in Paris September 6 to 12. Information regarding the meeting may be obtained from Mrs. Curtis Millar, Executive Secretary, Canadian Physiotherapy Association, 8 Bedford Road, Toronto 5.

Vocational Training for Nursing Assistants

Experimental two-year course for training nursing assistants being conducted at London, Ont., with hope that it will induce some girls who otherwise might not do so to continue their education beyond the minimum school-leaving age

A new experiment in vocational training for girls as nursing assistants, conducted in London, Ont. since 1957, may make a substantial contribution to Canada's health and welfare personnel. It is hoped that the course will induce some girls who might not otherwise do so to continue their studies beyond the minimum school-leaving age and also attract girls who need to earn a living as soon as possible but who, often leaving school without special training, are able to take only the lowest paying and least satisfying jobs.

This two-year course for certified nursing assistants is being conducted jointly by the Ontario Departments of Education and Health in the H. B. Beal Technical and Commercial High School. Offered to students who are 16 years old and who have completed Grade X, the course is novel in that it is incorporated into the final two years of the regular vocational school courses. Classes in English, Social Studies, Science, Mathematics, Home Economics and Physical Education required in a vocational school for Grades XI and XII occupy half the students' time, the remainder being allotted to the theory and practice of nursing. A training allowance of \$10 a month throughout the course is given to the student provided her work is satisfactory.

The successful graduate will receive her Secondary School Graduation Diploma and a certificate as a Certified Nursing Assistant. Hospitals employ certified nursing assistants at a starting salary of from \$160 to \$170 a month. Graduates may find employment in private homes through professional nurses' registries and earn \$6 to \$8 for an eight-hour day. Graduation from the course will also meet the minimum admission requirements of approved schools of nursing.

The course was established and is supervised by a co-ordinating committee representing the government health and education departments, the nursing profession, and hospital authorities.

Academic subjects and nursing theory are taught at the school. Nursing experience is obtained in the London Victoria Hospital. The instructress in charge of the

training both in the school and the hospital is a registered nurse who took a summer course to qualify as a member of the school staff.

The clinical experience received by the girls is outlined in the first progress report on the course issued by the Beal School in June 1958. "From September until approximately April each student spent two half days per week on duty in the hospital. For eighteen weeks they were assigned to a surgical floor, giving complete care to less acutely ill surgical patients . . .

"During the six weeks on the obstetrical service the students cared for post-partum patients, giving complete care.

"During this time they visited and assisted at a Well Baby Clinic of the London Department of Health. They observed pre-natal classes in relaxation exercises and the demonstration baby bath given for the mothers in the Obstetrical Department leaving hospital. These were both conducted by the Victorian Order of Nurses.

"The last nine weeks of the semester the students have been assigned to two medical floors giving care to chronically ill and aged patients."

The report states that the head nurses of these three services have been satisfied with the progress made by the students in the practical part of the course. The teachers at Beal School also feel that the students have done well in their classes and that their academic standing compares favourably with that of students in other courses.

"It would seem that the course has progressed more smoothly than could have been anticipated, and the feeling is that the first year has been successful," the report concludes. During the year the principal of Beal School received enquiries about the course from other educational institutions all across Canada. It is hoped that this pilot project in the training of nurses' assistants will prove successful enough to warrant similar courses being incorporated into the curriculum of other vocational schools.

50 Years Ago This Month

Considerable railway construction work continued during winter of 1908-09, with "several thousand" men at work on transcontinental railway alone. Forecast made that the amount of work in progress during summer of 1909 would be largest ever

A considerable amount of railway construction work continued during the winter of 1908-09. The LABOUR GAZETTE reported that in January 1909 several thousand men were working along the line of the National Transcontinental Railway, the greatest activity being in New Brunswick and British Columbia. Rock cutting and bridge building were also going on in other parts, and large shipments of supplies were being sent forward in preparation for the full-scale resumption of work in the spring.

"It is expected that the amount of work in progress during the coming season will be larger than in any previous year," the GAZETTE said. "There are at present under contract over 4,000 miles of railway, and upwards of \$90,000,000 will be required to complete the undertakings now in hand."

At the end of 1908 the total mileage of all railway companies operating in Western Canada was estimated to be 10,757. Of this total the CPR had 6,160 miles, the Canadian Northern 3,119 miles, the Grand Trunk 854, and the Great Northern 624 miles. During the year the CPR had added 826 miles of track, the CNR 245, and the GTP 854 miles.

The CPR was planning to build 300 miles of branch lines in the Prairies in 1909, including a line north from Lethbridge, a branch from the Lacombe-Tuxford main line, a line west from Weyburn, and a branch from Saskatoon to Wetaskiwin. In Ontario a branch line was to be built from Coldwater to Peterborough.

"A number of bills were brought down during January in the Saskatchewan legislature to grant government assistance to railway development in that province," the LABOUR GAZETTE reported. "About 700 miles of branch lines of the Canadian Northern and the Grand Trunk Pacific will be assisted under a guarantee of bonds to the extent of \$13,000 per mile."

A delegation representing the executive committee of the Trades and Labour Congress of Canada in January 1909 presented a "memorial" to the Prime Minister, Sir Wilfrid Laurier.

In the memorial, the TLC requested "that assisted immigration and the granting of bonuses be strenuously opposed; that certain nationalities and classes of people

who, either by temperament, non-assimilative qualities, habits, customs, or want of any permanent good which their coming brings to us, are not a desirable acquisition to our citizenship, be excluded, including Chinamen, Hindus and all other Asiatic peoples."

The TLC also urged:

—Establishment of an old age pension fund.

—Enforcement of the 8-hour day on all government works.

Measures for strict enforcement of the fair wage schedule in government contracts.

—Appointment of a commission on technical education.

—An immediate increase in salary for letter-carriers.

—Abolition of the requirement that candidates in federal elections should deposit \$200.

—That General Federal Election Day be made a compulsory legal holiday.

The Congress expressed its appreciation of the good work done by the Department of Labour, and reiterated its request for the establishment of a separate portfolio of Labour.

In reply to the delegation it was stated that no Japanese or Hindu immigrants were then entering the country. The Hindu problem was, however, admitted to be "a difficult one". Regarding assisted immigration from Great Britain, the delegates were told that "only a proper class would be admitted in future". (Quotations in this paragraph are from the GAZETTE report, not from the Government's reply.)

Consideration was promised to the request on behalf of the letter-carriers. Technical education, the Prime Minister said, was regarded by the Dominion as being primarily within the jurisdiction of the province.

"A workingman's lodging house was opened by the Salvation Army in Montreal during January by the Honourable the Provincial Treasurer," the LABOUR GAZETTE said. "The institution will accommodate nearly 300 men; in addition meals will be supplied and work provided in so far as possible. The object sought is to help the needy. About \$25,000 was expended on equipment. The price charged for a bed or meal is 10 cents."

INTERNATIONAL LABOUR ORGANIZATION

140th Session of ILO Governing Body

Methods for associating North African countries more closely with the work of the International Labour Organization were considered by the ILO Governing Body at its 140th session, held in Geneva November 3 to 21. A report of the Committee on Freedom of Association was approved which dealt with proposals for improvement of the procedure for the preliminary examination of complaints regarding alleged infringement of freedom of association.

To supplement the recent African Labour Survey (L.G., Jan., p. 81) it was proposed to prepare a survey of labour problems in North Africa, which is to be completed late in 1959. Two further steps in preparation for an African regional conference were proposed by the Director-General, David A. Morse, in a report prepared at the request of the Governing Body.

One of these steps was the provision of further educational assistance, particularly in the shape of fellowships for study by management, labour and government representatives. The second was that a small meeting should be called early in 1960 which would be composed of experts with special knowledge of and responsibility for North African affairs, chosen by governments, employers and workers.

Three main recommendations contained in the report of the Committee on Freedom of Association concerned measures for ensuring the complete impartiality of the Committee in its work.

In order to hasten the work of the Committee it was agreed that urgent cases

should be distinguished from those less urgent and should be given priority.

The Governing Body worked on plans for the holding during 1959 of a technical meeting on the problems of improving productivity in certain countries. A list of participants was approved.

The agenda was approved for a technical meeting on labour-management relations inside undertakings. The 10-day meeting is to be held during the second half of 1959.

A program of meetings for 1959 was approved which included the following:

141st Session of the Governing Body, Geneva, February 23 to March 13.

Committee on Forced Labour, Geneva, March 16 to 25.

Coal Mines Committee (seventh session), Geneva, April 27 to May. 8.

142nd Session of the Governing Body, Geneva, May 25 to 30 (provisional).

43rd Session of the International Labour Conference, Geneva, June 3 to 25.

At the opening of the Governing Body's session it was announced that Rudolph Faupl, United States worker delegate to the International Labour Conference, had been elected as a worker representative on the Governing Body. Mr. Faupl succeeds George Philip Delaney, who resigned following his recent appointment as Director of Organization of the International Union of Operating Engineers. The new worker representative is International Representative of the International Association of Machinists.

Former Labour Minister among Recent ILO Appointments

Hon. Milton Fowler Gregg, former Minister of Labour, has been appointed consultant on the ILO's educational work, including plans for setting up in Geneva an international centre for higher education in social and labour problems, ILO Director-General David A. Morse announced last month.

Mr. Gregg was President of the University of New Brunswick and successively Minister of Fisheries, 1947-48, Minister of Veterans Affairs, 1948-50, and Minister of Labour, 1950-57. Recently he was Resident Representative of the United Nations Technical Assistance Board in Iraq. Mr. Gregg will be on a three-month assignment

beginning February 1. He will advise the Director-General on the establishment and functions of the proposed centre.

Other appointments recently announced by Mr. Morse include that of John Price, Chief of the Industrial Committee Division, to be chief of the Office's new division which will be responsible for work on the factual survey into conditions relating to freedom of association in member states of the ILO.

The new division has been designated as the Freedom of Association Survey Division. Mr. Price will have the rank of Special Assistant to the Director-General and will report directly to him.

In March the Governing Body of the ILO decided that the Director-General should undertake a continuing factual survey into conditions relating to freedom of association in all ILO member states. This survey was to include studies to be made on the spot in member countries at the

invitation of their governments. The first two country studies will be carried out, beginning this year, in the United States and the USSR.

Mr. Price, a Welshman, has been an official of the ILO since 1943, when he was seconded to the London Branch Office of the International Labour Office as Liaison Officer. In 1945 he was appointed Chief of the new Industrial Committees Division.

In November, Mr. Morse renewed the appointment of Deputy Director-General Jef Rens for a further five-year term. Mr. Rens' present term expires in November 1959. He joined the ILO in 1944 as Assistant Director-General and was appointed to his present post in 1951.

At the same time Mr. Morse announced the resignation effective December 1 of Dr. Luis Alvarado, Assistant Director-General since 1949. Dr. Alvarado is returning to the diplomatic service of Peru with the rank of Ambassador.

ILO Publishes Annual Statistical Year Book

The annual compendium of labour statistics giving world-wide information on labour and social conditions was issued last month by the International Labour Office.

The *Year Book of Labour Statistics 1958* presents, in its 627 pages, the data that are available from some 120 countries and territories on the total and economically active population, employment, unemployment, hours of work, wages and labour income, consumer price indexes and retail prices, family living studies, social security, industrial injuries, industrial disputes and migration.

For key series reflecting current trends, monthly data are shown up to June 1958 inclusive. In addition, an appendix presents, for the convenience of users, annual index numbers of industrial production and

wholesale prices, together with exchange rates for a large number of countries.

The compendium is available in three languages, English, French and Spanish, and is compiled from official statistics supplied to the International Labour Organization by member governments.

It is a reference source designed to fill the needs of administrators, employers and trade unions, as well as students of labour and social affairs. The *Year Book* has been found to be of value to the general public, and is regarded as a best-seller among ILO publications.

Among interesting facts revealed by the *Year Book* is that percentage-wise more men 65 years of age and over continue to go to work in the United States than in France, Germany, Italy and the United Kingdom.

Guinea Becomes 80th Member of ILO

Guinea has become a member of the International Labour Organization.

The country has accepted the obligations in the Constitution of the ILO; such a declaration is the only formality which has to be complied with by member countries of the United Nations to become members

of the ILO. The Government of the Republic of Guinea stated that it will be bound by the ILO Conventions whose provisions have previously been declared by France as applicable to French Guinea.

Guinea's declaration means that there are now 80 member countries of the ILO.

Ratification by Israel during January of two ILO conventions brings to 1,871 the number now registered by the organization. The two conventions, Nos. 95 and 111, deal with protection of wages, and discrimination in employment and occupation, respectively.



Montreal's new Queen Elizabeth Hotel, owned by the Canadian National Railways and operated by Hilton of Canada Limited, has established a level of labour-management co-operation that is a credit to the hotel industry of Canada and an example to unions and management across the country of the achievements that are possible when joint consultation is used freely and intelligently.

The labour-management committee meets monthly, and its membership includes one shop steward from each of the hotel's 25 departments. Each steward is asked directly whether he has any personnel or operational problems within his department.

Heading the list of top management figures responsible for the enlightened policies guiding relations between the hotel and its employees is Donald M. Mumford, Vice-President of Hilton of Canada and General Manager of The Queen Elizabeth.

Three other key personalities directly concerned with the conduct and welfare of the 1,300-man staff, and the efficient operation of the hotel itself, are Reginald K. Groome, Director of Personnel; Gaston A. Ramat, international representative of the Hotel and Restaurant Employees and Bartenders International Union; and Armand Marion, President of Local 382 of the Union.

In the unanimous opinion of these four men, the initial success of the new hotel, and the great confidence they have in its future, are the product of the mutual goodwill and trust shared by labour and management.

* * *

To mark the first year of successful joint consultation through its labour-management committee, the Vancouver Iron and Engineering Works recently sponsored a "family night open house" for employees, their wives and families.

More than 600 guests arrived and were greeted at the plant's main gate by a welcoming committee. The ladies all received corsages, and the children a variety of surprises.

Main event on the evening's program was a tour of the plant conducted by company foremen, each of whom explained

the operations performed in his particular department. The presence of a skeleton night crew added the proper touch of realism.

At each stop the visitors showed a lively curiosity and kept their guides busy answering questions on boiler shops, penstocks, pressure vessels, turbines, power shovels and other assorted paraphernalia on the premises. Refreshments were served at the end of the tour.

Remarked labour-management committee co-chairman Gerry Kay, who is a machinist at the works: "The 'open house' left no doubt in our minds about the keen interest taken by our wives and children in their bread-winners' place in the company picture."

Bargaining agents for employees of the Vancouver Iron and Engineering Works are the International Association of Machinists and the United Steelworkers of America.

* * *

Success of the recent "open house" held at the plant of the Whyte Packing Company Limited in Stratford, Ont., was reflected in the mobility problem created by the 1,700 persons attending.

According to J. S. Whyte, General Manager, the attendance was three times as large as anticipated. Employees of the plant, members of the United Packing House Workers of America, total approximately 250. The remainder of the more than 1,400 visitors consisted of families and friends interested in seeing the company's operations.

Highlight of the event was a plant tour which started in the slaughter room and ended with a surprise party in the gaily-decorated shipping room, where the guests were treated to a buffet style meal of luncheon meats processed by the company.

Each employee of the plant received a printed invitation to the "open house"; every lady attending was presented with a corsage at the door; and prizes were awarded during the evening to the winners of a variety of events.

Dorothy Anderson and Cliff Scott, two union members of the "open house" party committee, reported that many of the employees helped to arrange displays and prepared the luncheon on their own time.

Establishment of Labour-Management Committees is encountered and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December, and issued five certificates designating bargaining agents, ordered three representation votes, and granted one request under Section 61 (2) of the Act for review of an earlier decision. During the month the Board received 14 applications for certification and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. The Brotherhood of Railroad Trainmen, on behalf of a unit of yardmasters employed by The New York Central Railroad Company, Northern District, on its Canada Southern Division. The Railroad Yardmasters of North America, Inc., intervened (L.G., Dec. 1958, p. 1398).

2. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Husband Transport Limited, operating in and out of the city of Montreal (L.G., Dec. 1958, p. 1398).

3. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, Helpers, and warehousemen employed by The Adley Express Company, operating in and out of the city of Montreal (L.G., Nov. 1958, p. 1285).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of Film Editing Department employees of the Western Ontario Broadcasting Co. Ltd., employed at CKLW-TV, Windsor, Ont. (L.G., Dec. 1958, p. 1399).

5. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, mechanics' helpers, and labourers employed by Cham-

pion Freight Lines, Limited, operating in and out of Leamington, Ont. (L.G., Jan., p. 49).

Representation Votes Ordered

1. International Union of Mine, Mill and Smelter Workers, applicant, Bicroft Uranium Mines Limited, Bancroft, Ont., respondent, and United Steelworkers of America, intervener (L.G., Dec. 1958, p. 1399). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: A. B. Whitfield).

2. Longshoremen's Protective Union, applicant, The Newfoundland-Great Lakes Steamships Limited, Botwood, Nfld., respondent, and Transport and General Workers Union, Local 1050, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (L.G., Dec. 1958, p. 1399). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: W. L. Taylor).

3. Syndicate of Employees of Nordair, applicant and intervener, International Association of Machinists, applicant and intervener, and Nordair Ltd., respondent (L.G., Dec. 1958, p. 1399 and Jan., p. 49). The Board directed that the names of both applicants be placed on the ballot (Returning Officer: C. E. Poirier).

Request Granted for Review under Sec. 61 (2)

Canadian Air Line Dispatchers Association, applicant, Pan American World Airways Inc., Gander, Nfld., respondent, and the Allied Aviation Service Company of Newfoundland, Limited, Gander, Nfld., respondent (L.G., Jan., p. 50). The Board

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

issued a new certificate certifying the applicant to be the bargaining agent for a unit of flight dispatchers and assistant flight dispatchers employed by the Allied Aviation Service Company of Newfoundland, Limited, at Gander, Nfld.

Applications for Certification Received

1. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of drivers employed by Vancouver-Alberta Freight Lines Limited, Vancouver (Investigating Officer: G. R. Currie).

2. United Packinghouse Workers of America, on behalf of a unit of employees of Robin Hood Flour Mills Limited, employed at its grain elevator and mill at Humberstone, Ont. (Investigating Officer: T. B. McRae).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of John Beardsall, operating Radio Station CFCO, Chatham, Ont. (Investigating Officer: T. B. McRae).

4. Association of Aircraft, Electrical and Radio Technicians, on behalf of a unit of electrical mechanics and electronics technicians employed by Canadian Pacific Air Lines Limited, at Vancouver (Investigating Officer: D. S. Tysoe).

5. National Harbours Board Elevator Group, Prescott, Ont., Civil Service Association of Canada, on behalf of a unit of regular and casual prevailing rates employees of the National Harbours Board at its Prescott, Ont., elevator (Investigating Officer: G. A. Lane) (see applications withdrawn, below).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. United Steelworkers of America, on behalf of a unit of employees of Canadian Arsenals Limited, employed at its Gun Ammunition Division, Lindsay, Ont. (Investigating Officer: F. J. Ainsborough).

7. Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, warehousemen and helpers employed by the Montreal Ottawa Express Limited, Montreal (Investigating Officer: Remi Duquette).

8. Lakehead Grain Elevator Electrical Workers (independent) on behalf of a unit of electrical department employees of the Saskatchewan Wheat Pool, employed in its Terminal Elevator Division at Fort William and Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

9. Lakehead Grain Elevator Electrical Workers (independent) on behalf of a unit of electrical department employees at the Port Arthur, Ont., grain elevator of Eastern Terminal Elevator Company Limited (Investigating Officer: J. S. Gunn).

10. Lakehead Grain Elevator Electrical Workers (independent) on behalf of a unit of electrical department employees at the Port Arthur, Ont., grain elevators of the Manitoba Pool Elevators (Investigating Officer: J. S. Gunn).

11. Lakehead Grain Elevator Electrical Workers (independent) on behalf of a unit

of electrical department employees at the Port Arthur, Ont., grain elevator of the McCabe Grain Company Limited (Investigating Officer: J. S. Gunn).

12. Lakehead Grain Elevator Electrical Workers (independent) on behalf of a unit of electrical department employees at the Port Arthur, Ont., grain elevator of the United Grain Growers Limited (Investigating Officer: J. S. Gunn).

13. Quebec Express, Luggage, Baggage Checkers' and Receiving Clerks' Association, on behalf of a unit of employees of Albert G. Baker, Ltd., Quebec (Investigating Officer: C. E. Poirier).

14. Quebec Express, Luggage, Baggage Checkers' and Receiving Clerks' Association, on behalf of a unit of employees of Quebec Terminals Limited, Quebec (Investigating Officer: C. E. Poirier).

Applications for Certification Withdrawn

1. National Harbours Board Elevator Group, Civil Service Association of Canada, applicant, and National Harbours Board, respondent (Prescott Elevator) (L.G., Jan., p. 49). The application was later resubmitted (see applications received, above).

2. Syndicate of Employees of Station CHRS, applicant, and Radio-Iberville Limitée, St. Jean, Que., respondent (L.G., Jan., p. 49).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Trans-Canada Air Lines and Canadian Air Line Despatchers' Association (Conciliation Officer: R. Trépanier).

2. Hill the Mover (Canada) Limited, Victoria, and General Teamsters' Union, Local 885 (Conciliation Officer: G. R. Currie).

3. East-West Transport Limited (Burnaby B.C. terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Vancouver Barge Transportation Limited and National Association of Marine

Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 53).

2. Eastern Canadian Greyhound Lines Limited, Windsor, and Division 1415, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: F. J. Ainsborough) (L.G., Jan., p. 54).

3. British Columbia Towboat Owners' Association and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Dec. 1958, p. 1399).

4. Hill the Mover (Canada) Limited, Winnipeg terminal, and Local 979, General Drivers, Warehousemen and Helpers, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn) (L.G., Dec. 1958, p. 1399).

(Continued on page 177)

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Courts of three provinces deal with questions concerning obligation of municipality to bargain collectively with its employees, claims of an expelled union member, and right of trade union to institute prosecution in its own name

In Prince Edward Island the Supreme Court (in appeal) held, in a case involving the Town of Summerside and its employees, that the special Act of incorporation and by-laws under it gave the Town exclusive unilateral power to deal with wages, hirings and dismissals, and in these respects it was not obliged to bargain collectively with its employees, but that the Trade Union Act obliges it to bargain on other matters.

The Supreme Court of British Columbia dismissed the action of a former union manager who claimed that he had been wrongfully expelled from the International Brotherhood of Electrical Workers.

In New Brunswick, the Supreme Court in *certiorari* proceedings held that the Labour Relations Act does not confer on a trade union the right to prosecute and quashed the consent to prosecute granted to the union by the Labour Relations Board.

Supreme Court of Prince Edward Island...

...rules municipality can be required to bargain with respect to conditions of work but not wages

On July 25, 1958, the Supreme Court of Prince Edward Island (in appeal) modified the judgment of Mr. Justice Tweedy of the Supreme Court, who dismissed an action for *mandamus* to compel the Town of Summerside to engage in collective bargaining (L.G. 1956, p. 296). The Court ruled that although under the special Act of incorporation of the Town of Summerside the town council had exclusive unilateral power to deal with wages, salaries, appointments or hirings and dismissals of its employees, and in these respects it was not obliged to bargain collectively, the collective bargaining provisions of the P.E.I. Trade Union Act would apply to other relevant matters, such as hours of work, holidays, safety precautions, conditions of work and marginal benefits.

Also the Court ruled that the P.E.I. Trade Union Act must be construed as having removed any taint of civil disability or illegality from trade unions under the common law doctrine of restraint of trade.

Briefly, the circumstances of the dispute were as follows. Local 1432 of the International Brotherhood of Electrical Workers was certified bargaining agent of the employees of the electric light and power department of the Town of Summerside. When the union requested the town to bargain collectively, it refused to do so. In January 1955, the union applied to the Supreme Court of Prince Edward Island for an order compelling the Town of Summerside to comply with the provisions of Section 3 of the Trade Union Act, and to bargain collectively. In November 1955, Mr. Mr. Justice Tweedy ruled that because of its special Act of incorporation, the Town of Summerside and its employees are not subject to the Trade Union Act. However, he did not accept as valid a contention that trade unions are illegal in Prince Edward Island. This judgment was appealed by the union.

The judgment of the appeal court was rendered by Chief Justice Campbell. He summarized the objections in point of law which occupied the attention of both Courts as, first, that the Trade Union Act of Prince Edward Island is ineffective to legalize trade union activities in the province; and second, even if the Trade Union Act has made trade unions lawful, its provisions, being general, cannot be construed to repeal or derogate from the more special provisions of the Town of Summerside Act, and by-laws respecting the terms of employment of its officers and employers.

Dealing with the second objection first, Chief Justice Campbell noted that the provisions of the Act of incorporation and of the by-laws respecting terms of employment of persons employed by the town

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

council are more special and particular than the provisions of the Trade Union Act respecting collective bargaining.

The union did not dispute the maxim that a general Act could not, by mere implication, repeal or derogate from a more special enactment in application to particular cases. However, the union presented several arguments to show that the dispute might be resolved in favour of the union without doing violence to the maxim.

In the first place, the union argued that the town's electric light and power employees are not officers of the town, but contractual employees. The Court thought that so far as the incorporation Act and by-laws are concerned, the persons involved are somewhere between those technically known as officers and those who may be regarded as employed by contract. They might aptly be termed "appointees". The Court agreed with the trial judge that the town's special powers with respect to hiring and dismissing its appointees, and to determining their remuneration, must prevail over the more general provisions of the Trade Union Act respecting collective bargaining.

Further, the union argued that the provisions of the Trade Union Act do not repeal or derogate from the provisions of the respondent town's incorporation and by-laws, but rather supplement them and provide a formula whereby their object and purpose may be more effectively and surely attained. The Court agreed that with the exception of the specific powers conferred on the town council by the incorporation Act to appoint, dismiss and fix the remuneration of its appointees, the principles of collective bargaining are not repugnant or antagonistic to the provisions of the town's Act and by-laws; therefore, the two may co-exist and supplement each other. Notwithstanding the town's special powers, there may still remain a broad field for collective bargaining on such topics as hours of labour, holidays, safety precautions, conditions of work and marginal benefits. Then Chief Justice Campbell added:

There is, in my opinion, no incongruity in the town's possessing absolute discretion in the hiring, remuneration and dismissal of its appointees, and yet being subject to the collective bargaining provisions of the Trade Union Act on other topics. I would accordingly modify the opinion and decision of the learned Judge below to that extent.

After having decided one aspect of the dispute, the Court dealt with the other objection, namely, that the Trade Union Act of Prince Edward Island is ineffective to legalize trade union activities in the province.

The union, and the Attorney-General of the province, who was allowed to intervene in this part of the dispute, contended that the Trade Union Act is effective to legalize trade unions and collective bargaining in the province.

Counsel for the town of Summerside, opposing this contention, submitted the following arguments.

Prince Edward Island, as an English colony, was granted a separate Legislature in 1769. The Island implicitly adopted the common law and applicable portions of the body of statute law of England as they then stood. Among the basic laws so adopted was the principle that covenants and agreements in restraint of trade are illegal. Trade unions were, at that time, illegal in England, as being in restraint of trade and against public policy. Similarly, they became illegal in Prince Edward Island, and remained so unless and until the taint of illegality was removed by effective legislation.

Counsel further argued that as the English legislation of the 19th century was not applicable in Prince Edward Island, therefore only provincial trade union enactments could legalize trade unions and their activities within the province. But the Prince Edward Island Trade Union Act (as those of Nova Scotia, New Brunswick and Manitoba) does not declare that the purposes of a trade union are not unlawful by reason only that they are in restraint of trade, and does not specifically provide for the lawful operation of trade unions or collective bargaining. Consequently, trade union activities in Prince Edward Island are illegal.

The Court did not accept this submission. It is perhaps unfortunate, Chief Justice Campbell said, that the Legislature of Prince Edward Island did not clarify the situation by enacting the carefully considered and widely accepted formula for the legalization of labour union activities; yet, in his opinion, the Trade Union Act must be construed to have intended the removal of the restraint of civil illegality which affected unions' activities prior to the enactment of provincial legislation.

Sections 2 and 3 (1) of the Act provide:

2. Employees may form themselves into a trade union and join the same when formed.

3. (1) Employees may bargain collectively with their employer or employers and members of a trade union may conduct such bargaining through the trade union and through the duly chosen officers of such trade union.

These provisions would be inconsistent with an intention that trade unions and their activities should continue to be unlawful. Consequently, the Court held that the

Trade Union Act of Prince Edward Island legalized trade union activities in the province.

The Court modified Mr. Justice Tweedy's decision to the extent that the town's objections do not preclude the union from obtaining, in proper circumstances, an order of *mandamus* requiring the town to recognize and bargain collectively with the union with respect to the terms and conditions of employment of the electric light and power employees who are the members of the union or with respect to other relevant matters, excepting appointments or hirings, remunerations, and dismissals, which are reserved to the town council of Summerside by virtue of its Act of incorporation and by-laws passed thereunder. *International Brotherhood of Electrical Workers, Local Union No. 1432 v. Town of Summerside and Attorney-General of Prince Edward Island* (1958) 15 DLR (2d) Part 1, p. 26.

Supreme Court of British Columbia...

...rules that official was legally expelled by his union for working in interest of communism

On April 14, 1958, Mr. Justice Wilson of the British Columbia Supreme Court dismissed an action brought by an expelled union manager against certain members of the union. The Court held that the union manager, charged with fostering communist interests in his union's work, was legally expelled. Also the Court held that Section 3 of the B.C. Labour Relations Act asserts, as against his employer, an employee's right to belong to a union but it does not impose on unions the duty of accepting qualified workmen as members.

Mr. Justice Wilson in his reasons for judgment related the following circumstances of the dispute.

Gee, the plaintiff, has been for some 30 years an electrician, and for over 20 of those years a member of the International Brotherhood of Electrical Workers. From April 1947 until January 14, 1955, he was business manager of Local 213, a Vancouver branch of that union.

On January 14, 1955, he was suspended from his position as business manager of Local 213 by Alfred Terry, a representative of the international president of the union, which has its headquarters in Washington, and on April 7, 1955, he was expelled from membership in the union.

Before becoming business manager of the union, Gee had worked for the B.C. Electric Railway Company as a lineman. After his expulsion from the union he was not able to resume his former employment because the Company had a contract with

Local 213 forbidding the employment of linemen who were not members of the local.

Gee brought an action against certain members of the union claiming that he was wrongfully and illegally expelled and asking for damages; also he asked for declaration that he was a union member in good standing and for an injunction restraining the defendant members of the union from interfering with his rights as a member of the union.

Gee was a communist, a member of the Labor-Progressive party. When in 1947 he became business agent of Local 213 he agreed to abjure membership in that party. Apparently he maintained his loyalty to communism and his supposed communist sympathies remained a matter of comment and criticism.

In November 1954, Raymond, the international vice-president of the union for Canada, in the ordinary course of his duties, visited Vancouver. In a private interview with Gee he told Gee that he thought he should discharge one Wilson, an assistant business manager under Gee and a communist; but Gee refused to do so. Previously, the situation of Local 213 and the position of Gee were discussed at the union's convention held at Chicago in 1954. After his return from the convention, Waplington, President of Local 213 commenced to draw a set of charges against Gee.

Before these charges were preferred, Alfred Terry arrived in Vancouver armed with powers given by the international president of the union to investigate the affairs of Local 213. In January 1955, Terry conducted his investigation and asked Gee to discharge Wilson, and Gee refused. He further asked Gee for some information as to former affiliation of members of Local 213, apparently with a view to discovering whether or not they were communists. Gee said that he could not furnish the information and that he would not if he could; that it was none of his business.

On January 14, 1955, the executive board of Local 213 met in Gee's office. Terry repeated his requests that Gee discharge Wilson and furnish him with the information as to members of the local. Gee refused both requests. He was asked to leave the room.

While Gee was out of the room, Waplington produced his set of charges against Gee, which all members of the executive (with one abstention) signed. Gee was given a copy of the charges; then Terry called Milne, the international president, on the telephone, and was authorized to suspend

Gee from his employment as business agent. The meeting made Waplington business manager. The charges were sent to Raymond, the Canadian Vice-President in Toronto.

When the charges reached Raymond, he, pursuant to the union's constitution, appointed Mr. Naughton as his referee "to take testimony and report to him".

Mr. Naughton came to Vancouver and proceeded to "take testimony". At the conclusion of the hearings, Naughton reported to Raymond, sending him a transcript of evidence, and Raymond, on April 7, 1955, pursuant to the union's constitution, expelled Gee from the union for life.

The union's constitution provides for three successive appeals from a decision by an international vice-president, such as Raymond: first, to the international president; second, to the international executive committee; and third, to the next international convention.

Gee appealed unsuccessfully to the international president and to the international executive committee. He has not pursued an appeal to the international convention.

The international convention is supposed to be held each four years; the next was supposed to be held three and one-half years after Gee was expelled. However, at one stage of the union's history no convention was held for eleven years.

Mr. Justice Wilson adopted in this respect the ruling of Chief Justice Adamson, in *Tunney v. Orchard*, (1955) 15 WWR 49, at p. 59, which was not challenged in the Supreme Court of Canada, that where the provisions for final appeal are unreasonable, impracticable and ineffective, failure to take the final appeal provided for by a union's constitution is not a bar to court action. He therefore held that Gee's failure to appeal to the international convention was not a bar to his action.

Unable to secure employment by reason of closed-shop agreements, Gee sued the union and certain members thereof for wrongful expulsion, alleging, *inter alia*, conspiracy and an improper hearing of the charges against him.

Dismissing the claim of conspiracy, Mr. Justice Wilson noted that the plaintiff alleged that the charges against him were laid as the result of a conspiracy, but not that the expulsion was the result of a conspiracy. Further, the sequence of events relied on by the plaintiff to establish conspiracy could also be open to the interpretation that each of the union officials charged with conspiracy was concerned about the situation in Local 213 and pur-

sued his constitutional function without prior consultation with the other. Finally, even if he were convinced that the persons named acted in concert pursuant to a plan, he would still say that actionable conspiracy was not established "because the object of the plan, if there was one, was not primarily to injure Gee, but to further the legitimate interests of the union by the doing of a lawful act, the laying of charges against the plaintiff." He further emphasized that no damage had been proved to have resulted from the conspiracy, if there was one, to lay charges.

Afterwards the Court dealt with the claim that the expulsion proceedings were conducted in a manner contrary to the rules of natural justice, and in particular, *inter alia*, that the plaintiff was denied legal counsel and that none of the evidence given at the hearing was given under oath. These charges related to the hearing before Naughton, the referee.

In dismissing these charges, Mr. Justice Wilson noted that Naughton, although he conducted a hearing and made a recommendation, did not make the decision to expel Gee; that was done according to the union's constitution by Raymond, the international vice-president for Canada.

With regard to the conduct of the hearing, the Court held that it was clear from such cases as *Board of Education v. Rice* (1911) and *Local Government Board v. Arlidge* (1915) that even a statutory tribunal is not required to proceed according to the rules as to procedure and evidence as applied in a court of justice. The tribunal in the case at bar was a domestic tribunal and, in Mr. Justice Wilson's opinion, no higher requirement should be made for the proceedings before a domestic tribunal than before a statutory one. What was required was a fair hearing where the plaintiff might hear and cross-examine the witnesses and meet the charges by evidence and by argument. This the plaintiff had.

Also the Court held that it is not a defect in a domestic tribunal that the accused is not permitted counsel. As to the charge that none of the evidence given at the hearing was given under oath, Mr. Justice Wilson noted that the person who conducted the hearing had no power to administer an oath.

Further he expressed the opinion that it was not necessary that every member of the executive who signed the charges against the plaintiff should have personal knowledge of all the charges or should be convinced in advance of the plaintiff's guilt.

It was the expulsion and not the laying of charges which caused the plaintiff injury; even if charges were laid *mala fide* so long as the ensuing hearing was fair and the decision untouched by corruption or bias the origin of the charges would be irrelevant.

As to the claim that Raymond... the "judge"... was biased against the plaintiff, the Court did not entertain this charge. On the contrary, Mr. Justice Wilson was of the opinion that Raymond in his previous dealings with the plaintiff was only trying to give Gee a chance to redeem himself, to demonstrate that he was not bound by his communist past, and to escape the possibility of charges being laid against him. Consequently Raymond was not disqualified by bias and he did not act maliciously.

The charges against Gee were stated with particularity. In each case it was alleged that a specific clause of the constitution was violated and there then followed a statement of the acts alleged to have created the violation. The tribunal found that the violations were proved. It has not been shown that the proceedings were conducted in an unlawful manner, having in mind the law which applies to such proceedings. There was evidence to prove the acts on which the charges were based; therefore, Mr. Justice Wilson held that the Court must accept the tribunal's findings that the charges were proved.

The most substantial charge against Gee was that he had, in contravention of Sec. 8 of Art. 27 of the union's constitution, worked in the interest of an organization or cause which is detrimental to, or opposed the IBEW. To support this charge, specific incidents were related. Many of these incidents were not by themselves of a consequential nature; but added together, when proved, they would create a pattern from which a tribunal might reasonably conclude that Gee had, within the union, been working for the organization or cause of communism. The president of Local 213 said that the union did not assume to punish a man for his political opinions so long as he "left them at the union door". What it did object to was a member working within the union for an organization or cause detrimental or opposed to the union. In the opinion of the Court, the tribunal could, the specific charges being proved, reasonably conclude that Gee had been, within the union, working for the cause and organization of communism.

The next question raised by Mr. Justice Wilson was: Is communism a cause "detrimental to or opposed to the union?" The union has said that it is. The 1954 convention held in Chicago adopted a declaration

expressing the union's opposition to dictatorship of any kind; it emphasized that the union cause is the cause of human justice, human rights and human security; further the declaration stated: "We will find and expel from our midst any who might attempt to destroy, by subversion, all that we stand for. This Brotherhood will continue to oppose communism, nazism, or any other subversive 'ism'. We will support our God, our Nation, our Union."

Although this declaration is not a part of the constitution, as a declaration of the wishes and opinions of the union members it should be given some weight, and in Mr. Justice Wilson's opinion a union tribunal could not disregard it in interpreting Art. 27, Sec. 9 of the union's constitution.

Since communism is inimical to free trade unions, the union tribunal might fairly find that when Gee worked, within his union, in the interests of communism, he was working in the interest of an organization or cause detrimental to the union.

Finally, the Court dealt with the significance of Section 3 of the B.C. Labour Relations Act regarding the right of an employee to belong to a union.

Section 3 reads as follows:

3. (1) Every employee has the right to be a member of a trade union and to participate in its lawful activities.

(2) Every employer has the right to be a member of an employers' organization and to participate in its lawful activities.

In Mr. Justice Wilson's opinion Section 3 has only the effect of asserting, as against his employer, an employee's right to belong to a union; it cannot be read as imposing on unions the duty of accepting qualified workmen as members of the union.

The Court ruled that the plaintiff, Gee, was legally expelled from his union and dismissed the action with costs. *Gee v. Freeman et al.*, 26 WWR, Part 12, p. 546.

Supreme Court of New Brunswick...

...rules that trade union has no legal entity to prosecute under province's Labour Relations Act

On February 11, 1958, the Supreme Court of New Brunswick, in *certiorari* proceedings, quashed the consent granted by the Labour Relations Board to a union to prosecute an employer in the union's name for offences committed under the New Brunswick Labour Relations Act.

The Court held that while Section 43 (1) of the New Brunswick Labour Relations Act rendered both trade unions and employers' organizations liable to prosecution in their respective names, it did not confer on them legal personality to prosecute for offences committed under the Act.

The judgment of the Court was rendered by Mr. Justice Ritchie, who also related the circumstances of the dispute.

In July 1957 the International Association of Machinists, Moncton Automotive Lodge No. 2162, applied to the Labour Relations Board for consent to prosecute Steeves Motors Limited of Moncton for alleged infractions of the Labour Relations Act.

The application to the Board was signed on behalf of the union by A. F. Doucet, a special representative of the union who was authorized to sign by a resolution passed at the meeting of Local 2162 held in June 1957. The application described the alleged offences committed by the company, namely, the refusal to continue to employ certain employees because they were members of a trade union and interference with the right of employees to union membership contrary to the provisions of the Labour Relations Act.

The application was heard by the Board on August 30, 1957, and the Board granted to the union a consent to institute prosecutions against the company for the alleged offences.

The Company challenged the Board's decision and in *certiorari* proceedings applied to the Court to have the consent to prosecute quashed on the ground that the Board erred, *inter alia*, "in receiving an application and granting consent to prosecute to the International Association of Machinists, Moncton Automotive Lodge, No. 2162, a body which is not a legal entity for such purpose".

The Attorney General of New Brunswick intervened on the side of the Board and the union.

The Board and the union contended that:

(a) because section 45, which provides for the manner in which applications to the Board by certain applicants may be signed, makes no provision for an individual employee signing an application, it must be assumed an aggrieved employee has no status to apply for permission to prosecute and that the legislature intended applications in such cases would be made by a union;

(b) the Labour Relations Act should be construed liberally, and, on a liberal interpretation, a prosecution in the name of a union is permitted by section 43 (1); and

(c) the question of the legal entity of the union or its status to prosecute cannot arise until a prosecution has been commenced and should then be tested by way of prohibition.

Section 45 of the N.B. Labour Relations Act reads:

For the purposes of this Act, an application to the Board, or any notice or any collective agreement may be signed, if it is made, given or entered into

(a) by an employer who is an individual, by the employer himself;

(b) by several individuals, who are jointly employers, by a majority of the said individuals;

(c) by a corporation, by one of its authorized managers or by one or more of the principal executive officers;

(d) by a trade union or employers' organization, by the president and secretary or by any two officers thereof or by any person authorized for such purpose by resolution duly passed at a meeting thereof.

In the opinion of the Court, Section 45 is a procedural section. The absence of any reference to an individual employee should not be construed to prevent an aggrieved employee from applying to, and obtaining from, the Board permission to prosecute his employer for an infraction of the Act.

The Court assumed that Lodge No. 2162 was a voluntary association, an unincorporated group of persons constituting what is known as a trade union which has an affiliation of some sort with the International Association of Machinists. In the absence of express statutory enactment such an association or group is not a legal entity.

However, the Board and the union relied on Section 43 (1) as giving to the union status to prosecute in its own name for offences under the Act. Section 43 (1) reads:

A prosecution for an offence under this Act may be brought against an employers' organization or a trade union and in the name of the organization or union and for the purpose of such a prosecution an employers' organization or a trade union shall be deemed to be a person, and any act or thing done or omitted by an officer or agent of an employers' organization or trade union within the scope of his authority to act on behalf of the organization or union shall be deemed to be an act or thing done or omitted by the employers' organization or trade union.

Omitting non-applicable words, the relevant provisions of Section 43 (1) are:

A prosecution may be brought against... a trade union and in the name of the... union and for the purpose of such a prosecution... a trade union shall be deemed to be a person.

Counsel for the Board argued that the words "in the name of the... union" were intended to apply so as to give a union the right to prosecute in its own name, in effect suggesting the section should be read as though the words "by or" were inserted between the words "brought" and "against".

The Court rejected such an interpretation of Section 43 (1). Mr. Justice Ritchie stressed that the cardinal rule for the interpretation of statutes is that they should be construed according to the intention of the legislature that passed them as expressed by the words used. If the words of the statute are themselves precise and unambiguous, then no more is necessary than to

expound those words in their ordinary and natural sense. In such a case, he said, the words themselves alone best declare the intention of the law-giver. In his opinion it is not necessary, in order to give the language of Section 43 (1) sense and meaning, in the context, to add any words by implication.

Then Mr. Justice Ritchie referred to *Walterson v. Laundry & Dry Cleaning Workers Union and New Method Launderers Limited* (L.G. 1955, p. 565), a case which arose when the Manitoba Labour Relations Board gave consent to a union to prosecute a company for certain offences and the Court of Queen's Bench granted the company an order prohibiting the police magistrate from proceeding with the hearing of the prosecutions. The decision was upheld in the Manitoba Court of Appeals. In that case Section 46 (1) of the Manitoba Labour Relations Act (which follows almost precisely the wording of Section 43 (1) of the New Brunswick Act) was tested. In delivering the judgment of the Manitoba Court of Appeal, Chief Justice Adamson had said:

The first and chief submission of the respondent is that the Board had no power or jurisdiction to make the order. This objection is well founded. The appellant union is not a legal entity and, as such, may not sue or be sued in civil proceedings and may not prosecute or be prosecuted in criminal proceedings. It has long been established that a number of unincorporated individuals cannot be a party to judicial proceedings in their club, union or association name. The appellants, however, submit that the Manitoba Labour Relations Act recognizes and gives trade unions power and legal status to do anything under the Act that may be done by an individual. The only provision in that Act giving a trade union status in the Courts is S. 46, which is in part as follows:

"46 (1) A prosecution for an offence under this Act may be brought against an employers' organization or a trade union and in the name of the organization or union, and for the

purpose of such a prosecution a trade union or an employers' organization shall be deemed to be a person."

This specific provision as to when a trade union may be a party in legal proceedings negates the submission that the intention of the Act was to make trade unions legal entities for all purposes within the purview of the Act.

It seems to me that to hold by implication that the Act gives trade unions the legal status to carry on prosecutions would be directly contrary to the basic purpose of the Act. The fact that special consent to prosecute under the Act is required indicates that the purpose and intention of the Act is not to promote litigation but to encourage conciliation and settlement of labour disputes. Based on considerations of public policy, and on the purpose of the Act, third parties who have no direct interest in the subject-matter of the litigation should not be permitted to promote litigation. It follows that the consent required by Section 47 (1) of the Act should be to the aggrieved person and not to some third person.

I therefore hold that the consent to prosecute which the Board may give under Section 47 (1) must be a consent to a legal entity, that is, an individual or individuals in their own names or an incorporated body. The only exceptions to that is as provided in Section 46 (1).

Mr. Justice Ritchie, agreeing with the views expressed by Chief Justice Adamson in the *Walterson* case, was of the opinion that the meaning of Section 43 (1) of the New Brunswick Labour Relations Act was plain. From it one can only assume, he said, that while the legislature intended to render both trade unions and employers' organizations liable to prosecution, it did not intend to confer on them a right to prosecute for offences under the Act.

The ruling of the Court was that the consent to prosecute granted to the union by the Labour Relations Board on August 30, 1957 should be quashed. *Regina v. New Brunswick Labour Relations Board ex parte Steeves Motors Ltd. and A.-G. for New Brunswick*, CCH Canadian Labour Law Reports, Para. 15,201.

Recent Regulations, Federal and Provincial

Unemployment insurance regulations for fishermen amended. Ontario adopts CSA Code for gas-burning appliances and equipment, and lays down safety requirements for gas service lines. New Brunswick amends scope of Workmen's Compensation Act

Amendments to the special insurance regulations for fishermen simplified the procedure for determining and allocating the net earnings of self-employed fishermen for contribution purposes and set out a method of determining which fishermen are engaged in a labour dispute.

Recent regulations of the Ontario Fuel Board adopted the CSA installation code for gas-burning appliances and equipment,

and the standards adopted by the Canadian Gas Association for gas transmission and piping systems, and laid down safety requirements for gas service lines.

In Nova Scotia, plumbing and steam-fitting were declared apprenticeable trades in Halifax County.

The scope of the collective liability section of the New Brunswick Workmen's

Compensation Act was amended, with extension of coverage in some cases.

Other regulations deal with overtime and vacation credits of federal prevailing rate employees and licensing of driver training schools in Alberta.

FEDERAL

Financial Administration Act

Amendments to the prevailing rate employees general regulations (L.G., Feb. 1958, p. 187) respecting overtime and vacation credits went into force January 1.

One amendment (T.B. 530302 and T.B. 539870 gazetted December 10) changed the definition of overtime, with the result that an employee who has only one day of rest in his work week must now be paid double time, instead of time and one-half, if he works on that day.

As before, time and one-half is again payable for time worked in excess of the regular hours and for time worked on a first day of rest if the employee is on a five-day week. An employee who works on a second day of rest is entitled to double time as previously.

A second amendment (T.B. 541265 gazetted December 24) was designed to bring the provisions respecting vacation credits into conformity with those of the Annual Vacations Act, which provides for one week's vacation after a year's service and two weeks after the second year for employees in industries under federal labour jurisdiction (L.G., Oct. 1958, p. 1159).

During the first 12 months of service, vacation credits will continue to accrue at the same rate as before, one-twelfth the number of hours in the standard work week, which gives a prevailing rate employee a week's vacation after a year's continuous service.

The new regulations provide that, after the first year, the rate of accrual will be one-sixth the number of hours in the standard work week until the completion of 15 years' service, provided the employee has completed two years of continuous employment. This means that an employee will be entitled to a two-week vacation after two years' service. However, if an employee fails to complete two years' employment, vacation credits will be calculated on the basis of one-twelfth the number of hours in his regular work week.

Previously, the rate of accrual was one-eighth after the first 12 months and one-sixth after the second 12-month period.

Unemployment Insurance Act

Amendments to the Unemployment Insurance Regulations simplifying the special rules for commercial fishermen, effective from November 30, were approved by P.C. 1958-1595 and gazetted on December 10.

Excluded from the original statute, commercial fishermen were brought under the Act by a 1956 amendment which authorized the Unemployment Insurance Commission to make regulations setting up a special unemployment insurance scheme for fishermen, including sharesmen and the self-employed, (L.G., 1956, pp. 1120, 1568).

The first special regulations for fishermen went into force on April 1, 1957, initiating a contribution plan under which the buyer of the catch, or, if he is too far distant or out of the country, the skipper or head fisherman, is deemed to be the employer in cases where there is no contract of service. Specially marked "fishing stamps" were provided for, the regulations also prescribing the method of determining and allocating a fisherman's net earnings for contribution purposes, including a "table of divisors" to determine the net earnings from deliveries of cured fish in cases where time records were not kept. (L.G. 1957, p. 608).

A later amendment, which took effect December 1, 1957, enabled fishermen to qualify for seasonal benefit on the same terms as other insured persons (L.G., Feb. 1958, p. 188).

As previously indicated, these regulations have now been simplified, the main amendments being (1) a change in the rule for determining the net earnings of self-employed fishermen; (2) some adjustments in the divisors applicable to sales of cured fish; (3) a new method of allocating earnings of a self-employed fisherman while he is on claim for benefit; (4) a special rule for determining which fishermen are participating in a labour dispute; (5) elimination of the special rule regarding the actual employer in the Great Lakes area.

Net Earnings of Self-Employed Fishermen

Under the new rule for determining the net earnings of a self-employed fisherman—the basis for setting benefit rates—a declaration as to expenses and share arrangement is no longer required. After making the usual allowance for any portion of the catch not caught by the crew, the buyer will now make a flat deduction of 25 per cent for expenses and divide the remainder equally among the members of the crew, regardless of their share arrangement.

Previously, the buyer would deduct the actual expenses incurred and the share for the boat and would then divide the returns according to the share arrangement. If there was no declaration, a 30-per-cent deduction was made in lieu of expenses and the returns were divided equally among the crew members, except that the skipper received two shares.

Cured Fish

In the case of cured fish, net earnings are determined and allocated among the crew in the same manner as proceeds from a fresh catch. The method of calculating the number of contribution weeks continues to be somewhat more complicated, however, one further step again being required.

When determining the number of contributions to be credited, the catch actually caught by the crew is first divided equally among the crew members and the quantity assigned as each fisherman's share is then divided by the appropriate quantity divisor shown in the Table of Divisors. This table has now been amended, the main change being that cod oil and cod livers are now subject to divisors in the same way as cured fish.

Allocating Earnings While on Claim

Where a claimant is self-employed and the catch is fresh, his earnings (his share of the gross returns of a catch minus 25 per cent of the gross returns) will now be allocated equally to the calendar weeks in which he worked to obtain the earnings, instead of being limited to the week in which the catch was delivered. Earnings from a cured catch will continue to be allocated to the week in which the catch is delivered, however.

Labour Disputes

Another amendment has the effect of putting fishermen on the same basis as other workmen in the event of a labour dispute that takes the form of a price dispute.

The new regulations specify that a labour dispute includes, in relation to fishermen, a price dispute. Under the Act, a claimant is not eligible for benefit during a strike or lock-out unless he proves that he is not participating in, financing, or directly interested in the labour dispute. Before the new regulations went into force there was no specific rule for determining which fishermen were participating in a labour dispute. The majority of fishermen are self-employed, and those who are not, especially the West Coast fishermen, are usually hired through the union. The situation was further complicated by the fact that price

disputes usually occur before the seasons open and fishermen are not usually assigned in advance, making it impossible to ascertain which fishermen did not report for work.

Under the new regulations, a fisherman will not be eligible for benefit when he becomes unemployed through a labour dispute that takes the form of a price dispute if he has a current fishing licence, or one for the previous season, for the type of fish about which the dispute occurred. However, if he proves that he has been employed in some other occupation for at least six weeks immediately preceding the stoppage, he is eligible for the same benefits as other insured persons.

A final amendment removed Great Lakes fishing skippers from the designation of employer, a position filled elsewhere in Canada by the buyer of the catch. This means that the skipper of a Great Lakes fishing vessel may now be insured himself.

PROVINCIAL

Alberta Vehicles and Highway Traffic Act

Regulations under the Alberta Vehicles and Highway Traffic Act setting out licensing requirements for operators of private driver-training schools and for driver instructors were gazetted on December 15 as Alta. Reg. 346/58.

The regulations were issued under authority of a 1958 amendment which empowers the Lieutenant Governor in Council, on the recommendation of the Minister of Highways, to make regulations governing the licensing and operation of driver-training schools.

Any private driver-training school operated for compensation, except a school or program under the jurisdiction of the Department of Education or the University of Alberta, is subject to the new regulations, which also cover persons giving instruction in driving schools or receiving training as driver instructors.

The regulations prohibit any person from operating a driver-training school or acting as instructor without a licence from the Department of Highways.

Two types of annual licences are provided for, one a licence to operate a private driver-training school and the other, a licence to act as a driver instructor. The Department may also issue a temporary licence pending investigation of an applicant.

As well as furnishing acceptable references and forwarding the prescribed fee, an applicant for a private driver-training

school licence must file with the Department: (1) a public liability insurance policy meeting the requirements of the Alberta Insurance Act; (2) a passenger hazard endorsement for carrying student drivers or observers approved by the Superintendent of Insurance; (3) proof that protection has been provided under the Alberta Workmen's Compensation Act, or (4) if required, a separate employer's liability policy in the amount prescribed by the Department. The regulations further provide that each driver-training school must file with the Department a \$2,500 bond to guarantee the faithful performance of its obligation.

An applicant for an instructor's licence must be at least 21 years and hold a valid Alberta class "A" operator's licence. He is also required to pass an examination set by the Motor Vehicle Branch covering traffic and financial responsibility laws, safe driving practices, operation of motor vehicles and knowledge of teaching methods, techniques and practices.

The Department may refuse to issue a licence or it may suspend, revoke or cancel a licence for cause, in which case an appeal may be filed with the Driver Review Board, which is required to hold an immediate hearing.

The regulations also stipulate that every school must have approved equipment, use only vehicles equipped with adequate dual control, and maintain its vehicles in a safe mechanical condition.

Every driver-training school must keep such records as may be prescribed, the regulations further providing that the premises and records are subject to inspection by Departmental representatives at any time.

The use of misleading advertising is expressly forbidden.

Nova Scotia Apprenticeship and Tradesmen's Qualification Act

The Nova Scotia Apprenticeship and Tradesmen's Qualification Act, which applies only to the trades and in the areas designated by the Minister of Labour, was declared to apply to the trades of plumber and steamfitter in the County of Halifax by two orders gazetted on November 26 and effective January 1.

As a result, no person under 21 years may now be employed in either of these trades in Halifax County for longer than three months except under a registered apprenticeship agreement or except in specialized or repetitive work approved by the Minister.

Earlier orders declared the Act to apply to the carpenter trade in the counties of Cape Breton, Inverness, Richmond, Victoria and Halifax and to the motor vehicle repair trade in the city of Halifax and the town of Dartmouth.

New Brunswick Workmen's Compensation Act

Regulations amending the coverage of the collective liability section of the New Brunswick Workmen's Compensation Act and adding pneumoconiosis to the schedule of industrial diseases approved by O.C. 58-526 and O.C. 58-675 were gazetted December 17.

The schedule excluding specific industries, occupations and undertakings unless a stated number of workmen were usually employed has been replaced by a provision which states that, with a few exceptions, every industry will be excluded from Part I of the Act until at least three persons are employed. Two other provinces, Newfoundland and Prince Edward Island, also exclude industries employing fewer than three persons.

A few industries are excluded unless at least ten, 50 or 500 workers are employed. The exceptions are mainly in undertakings where the sporadic and transient nature of the work makes it difficult to keep accurate records. One such exception is the fishing industry, which, as before, is excluded unless at least 50 workmen are employed in an undertaking. Another is air transport, the minimum number of employees now required being 10 instead of 200. Hand laundries, previously excluded unless they employed 25 persons, are now covered if they employ 10 or more workmen.

As before, boats engaged in extra-provincial transportation, except vessels owned or controlled by the federal or provincial government, are not within the scope of the collective liability system until at least 500 workmen are employed.

In a few cases, the minimum number of employees required is higher than formerly. To be covered, boats engaged in the coastal or river trade must now have 10 instead of five employees. Some undertakings employing only two workmen, such as small sawmills, repair shops, bakeries, etc., will no longer be covered.

The new regulations took effect January 1, except that employers of any industry brought under the Act may apply for coverage from July 1, 1958.

Another amendment was the deletion of the provision excluding members of a family under 21 years residing with the

employer from the definition of workmen. A minimum annual assessment of \$10 for employers was also provided for.

As previously indicated, pneumonococcosis was added to the schedule of industrial diseases, the definition covering all related forms of inflammation, irritation or infection of the lungs or bronchial tubes, including asbestosis, silicosis, berylliosis, anthracosis, siderosis, fibrosis, calcicosis and baritosis.

The only form of the disease previously compensable in New Brunswick was silicosis.

Ontario Fuel Board Act

The Ontario Fuel Board recently amended its general regulations and also issued new special rules for gas service lines. The new provisions were gazetted on December 6 (O. Reg. 294/58, O. Reg. 296/58 and 297/58).

General Requirements

The amended general regulations adopt, with some changes, Section 1 and 2 of the new Canadian Standards Association Installation Code for Gas Burning Appliances and Equipment (CSA-B.149-1958) in place of the American Standards Association Code (Z. 21.30-1954) adopted last year (L.G., Jan. 1958, p. 83). Ontario thus becomes the second province to adopt this new CSA Code, Alberta having adopted it last September (L.G., Dec. 1958, p. 1411).

The code of minimum standards for pressure piping adopted by the Canadian Gas Association, Section 8 of the American Standards Association Code for Pressure

Piping (ASA B.31.1.8-1955), was also adopted with some modifications. The code is set out in a publication of the American Society of Mechanical Engineers entitled *Gas Transmission and Distribution Piping Systems*.

The Act provides that no gas utility shall knowingly supply gas to an appliance unless the appliance, piping, fittings and vent comply with the regulations.

Gas Service Lines

The special rules for gas service lines prohibit any person from installing or replacing a gas service line unless it is equipped with a service shut-off to stop the flow of gas. The shut-off must be readily accessible and is to be located outside a building.

The gas utility is now responsible for installing a service shut-off on all existing gas service lines supplying non-residential buildings. Gas service lines supplying residential buildings must also be equipped with a shut-off if operated at a pressure greater than 1 psig or if the pipe is larger in diameter than 1½ inches IPS.

When a gas meter is removed, the gas utility must close the service shut-off, or, if no such device is installed, cut off the flow of gas so as to ensure that no gas will enter the building.

Every gas utility is required to conduct a survey of the work needed to be done to comply with the new regulations, and then to submit a report to the Board, together with its plan and schedule for completing the work. Each month thereafter it must submit a progress report.

NLRB Rules Failure to Pay Union Fine Not Cause for Dismissal

Under a union shop clause an employee may not rightly be fired at the union's request for failure to pay fines imposed by the union, the United States National Labor Relations Board decided recently.

In the case in question the employee had not paid a fine levied on him by his local union for failure to attend meetings. As a result he was held to be not in good standing, and when he was laid off by the employer the local refused him the usual withdrawal slip which excuses members from paying dues while laid off. When he returned to work the union gave him the

alternative of paying dues for the five months for which he had been laid off or paying a new "initiation" fee. As he paid neither, he was dismissed at the union's request.

The Board held that the discharge was the result of the employee's failure to pay his fine. When the obligation to pay arrears of dues depends on attendance at union meetings the Board decided that such a debt did not constitute the "periodic dues... uniformly required" stipulated by the Taft-Hartley Act as the only charge the non-payment of which constitutes ground for dismissal under a union shop contract.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for benefit in November number 246,568—29 per cent higher than October total but slightly lower than November 1957. Claimants at end of November numbered 30 per cent more than month earlier, statistics* show

The number of initial and renewal claims for unemployment insurance benefit in November was 246,568, which was 29 per cent higher than the October total of 191,215 but slightly lower than the 249,108 claims reported for November 1957.

Initial claims, constituting two-thirds of the November total, increased from 110,725 to 164,223, or by about 50 per cent, during the month; but were only 5 per cent above November 1957. Renewal claims, at 82,345 for November, were virtually unchanged from October but represented a decline of 11 per cent from last year's total of 92,852. The relatively greater month-to-month increase in initial claims as against renewals is usual for this time of year and is associated with the different purpose served by the two types of claim, the initial claim being the instrument for establishing the benefit period. With the decline in the employment level at this season of the year, claims increase, and where no benefit period has been established, an initial claim is taken.

Claimants for unemployment insurance benefit on November 28 numbered 419,233. This was about 96,000, or 30 per cent, higher than the October 31 total of 323,530. On November 29, 1957, claimants numbered 403,273.

Males comprised nine out of every 10 additional claimants on November 28, totalling 311,575 in comparison with 226,527 on October 31—an increase of 85,000. Female claimants increased in number by 10,600, or 10 per cent, during the same period. Year-to-year comparisons show a decline of some 2,000 in the number of male claimants, whereas female claimants this month were up 18,000 over last year.

The current count of claimants includes some 4,500 persons who established the right to seasonal benefit, effective in the

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

week beginning November 30. December figures will provide details concerning seasonal benefit for the current season.

Postal claimants comprised 34 per cent of the November 28 total, almost unchanged from last year but about 4 percentage points above October 31, 1958.

Decisions were recorded on a total of 202,057 initial and renewal claims during November, the proportion entitled to benefit at 76 per cent being slightly greater than for October (74 per cent) but a little below last year's 78 per cent. The qualifying ratios for initial and renewal claims were 64 and 95 per cent, respectively. This ratio is invariably higher for renewal than for initial claims, since a renewal claim is treated as a revival of an existing claim and may be approved without reference to an insurance officer. Initial claims require proof of fulfilment of the minimum contribution requirements. The failure rate was 30 per cent for November, 31 per cent in October and 27 per cent in November 1957.

The average weekly number of beneficiaries was 262,500 for November, 220,700 for October and 227,400 for November 1957.

November benefit payments at \$21,100,000 were 4 per cent higher than the \$20,300,000 paid out in October and 11 per cent higher than the \$19,000,000 paid out during November 1957.

The average weekly payment was \$21.19 during November, \$20.88 for October and \$20.92 for November last year.

*See Tables E-1 to E-4 at back of book.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October show that insurance books or contribution cards have been issued to 4,612,353 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1958.

At November 30 employers registered numbered 312,633, an increase of 1,997 since October 31.

Enforcement Statistics

During November 1958, investigations conducted by enforcement officers across Canada numbered 5,767. Of these, 4,113 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 98 were miscellaneous investigations. The remaining 1,556 were

investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 184 cases, 56 against employers and 128 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,106.*

Unemployment Insurance Fund

Revenue received in November totalled \$19,045,678.09 compared with \$20,283,-200.09 in October and \$21,602,141.47 in November 1957. Benefits paid in November totalled \$21,099,485.80 compared with \$20,-225,925.74 in October and \$18,961,516.48 in November 1957. The balance in the fund on November 30 was \$641,880,241.89; on October 31 it was \$643,934,049.60 and on November 30, 1957, \$887,441,141.23.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1591, November 14, 1958

Summary of the Main Facts: According to the submissions, a collective bargaining agreement was entered into between the National Association of Master Plumbers and Heating Contractors, British Columbia Branch (representing about 100 employers), and the United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of the United States and Canada, Local 170, effective from April 1, 1956 to March 31, 1958, and to continue thereafter from year to year unless three months notice in writing was given by either party prior to the termination of the agreement.

For some time, the union carried on negotiations with the employers' association for an increase in the hourly rate of pay but as no settlement could be reached, the dispute was referred to a provincial conciliation officer. As this officer's recommendation was not acceptable to the union, the latter asked for a supervised strike vote, which was taken on April 7, 1958 and resulted in favour of strike action. However, strike action was not taken, although it is reported that the threat thereof remained.

Finally, the employers' association issued an ultimatum to the union that, unless it accepted the recommendation of the provincial conciliation officer, it would apply for authority to institute lockout procedure. The employers' association obtained such authority and, at 4.30 p.m. on April 30, 1958, lockout procedure was put

into effect by many members of the employers' association and by other plumbing and heating contractors who were not members of the association but who had an agreement with the union. A complete stoppage of all plumbing installation ensued at projects where lockout action had been taken, thereby affecting the employment of about 1,000 workers consisting of plumbers, pipefitters, steamfitters, welders, riggers, apprentices, helpers, etc.

The claimant and those interested in this appeal, who were employed as apprentices by one or the other of the employers who put into effect lockout procedure, lost their employment as a result of the aforementioned stoppage of work.

The claimants filed applications for unemployment insurance benefit but were disqualified by the insurance officer for the duration of the stoppage of work (section 63 of the Act). He based his decision on CUB-622.

The claimants appealed to a board of referees, which heard the case in Vancouver on June 19, 1958. Those who attended the hearing were some of the claimants, the Assistant Business Manager of Local 170 of the interested union, a representative of one of the employers, the Regional Claims Officer and the insurance officer.

In his testimony before the board, the Assistant Business Manager stated that his union had no control over the employment

*These do not necessarily relate to the investigations conducted during this period.

or non-employment of apprentices; that even if the union were on strike the employer of an apprentice would have the right to continue his employment and that the union would offer no objection. The board commented that it would, therefore, appear from the union's representative's contention that the only reason the claimants concerned lost their employment was that there was no work to be offered to them.

The board, after considering all the evidence, both written and oral, unanimously held that the claimants had lost their employment by reason of a stoppage of work due to a labour dispute and were subject to disqualification from receipt of benefit under section 63 of the Act, inasmuch as they belonged to a grade or class of workers who were directly interested in the dispute since their pay was "tied" to that of the journeymen and would, therefore, be affected by the outcome of the dispute.

On August 11, 1958, the union appealed to the Umpire, mainly on the grounds that the apprentices were available for employment and prepared to remain in their jobs during the period of the lockout; that the union had no objection to their doing so and would not have prevented them from working; that in previous strikes and lockouts apprentices had in fact remained at work and the only difference in the present case was that no work was available for them; that under the union's constitution "apprentices were barred from either voice or vote in union meetings"; that not all of the apprentices affected by the board of referees' decision are members of the union; that the union has no jurisdiction over the wages of the apprentices, such being governed by the British Columbia Apprenticeship and Tradesmen's Qualification Act and, in the collective agreement between the union and the employers, the parties merely agree to be bound by the provisions of that Act; that it must be admitted the wages of the apprentices would increase or decrease in accordance with the terms of the settlement of the lockout but this, however, was a matter over which the union had no control and which could have no bearing on the outcome of the lockout and that, as to the question of the apprentices belonging to a grade or class of workers "participating in the lockout," it was considered that no distinction could be drawn between the apprentices concerned in this appeal and any other apprentices.

According to the documents received from the Chief, Claims Division, Unemployment Insurance Commission, on Octo-

ber 1, 1958, a resumption of work took place at 8.00 a.m., on September 9, 1958, and a new agreement was entered into between the said employers' association and the union effective April 1, 1958. Among the provisions therein is the following: "One cent (1c.) per hour for each hour worked by employees covered by this agreement must be paid into the Piping Industry Apprenticeship Fund as directed by the Piping Industry Apprenticeship Board."

Considerations and Conclusions: The labour dispute in decision CUB-622, to which the board of referees was referred by the insurance officer, was concerned with six different questions, viz., increase in the hourly rate of pay, vacations with pay, supplying of tools, starting and quitting time, compulsory check-off of union dues and double time on Saturdays. The claimant in that case also had lost his employment because of a strike and was found to have participated in the dispute as he was present at the meeting of his union local when the strike vote was taken and did not report for work on the morning of the commencement of the strike.

The present case is different. According to the submissions, the claimant lost his employment by reason of a lockout and there is no evidence of participation either by refusing to cross a picket line or by any other similar act of participation. Moreover, the labour dispute was concerned with one question only, namely that of an increase in the hourly rate of pay.

According to the submissions also, the wages of the apprentices, which are governed by the British Columbia Apprenticeship and Tradesmen's Qualification Act, could not be and in fact were not a matter for direct or immediate negotiation between the union and the employers' association during the labour dispute as neither party had any jurisdiction over such wages.

It is, therefore, obvious to me that none of the apprentices can be said to be directly interested in the labour dispute, notwithstanding that they may in fact have benefited by its outcome in some respect. Nor can the apprentices, particularly in the absence of any evidence of participation or financing by anyone of them, be said to belong to the same grade or to the same class as the workers who were directly interested in the dispute. According to the principle established in decision CUB-761, "the basis upon which the extension of the terms 'grade' or 'class' must be fixed relates not only to the nature of the occupation but also to the nature of the issue in dispute". Now, in the present case, the nature of the apprentices' occupation is

different from that of the journeymen's and the issue, viz., increase in the hourly rate of pay, could not, because of lack of jurisdiction, be an issue in dispute between the union and the employers' association with respect to the apprentices.

For all the above reasons, the appeal of the Association is allowed.

Decision CUB-1593, November 21, 1958

Summary of the Main Facts: The claimant worked as a labourer for Dominion Iron and Steel Limited, Sydney, N.S., from 1942 to February 1, 1958, when he was placed on short time because of a shortage of work. On February 4, 1958, he filed an initial application for benefit and the claim was allowed.

It appears that the greater part of his employment with the same employer during the period May 1, 1958 to July 2, 1958, was on a full-time basis following which he was again placed on short time.

On July 7, 1958, he filed a renewal claim for benefit and on the same date applied to have it antedated to cover the period June 29, 1958, to July 5, 1958, inclusive, a total of five working days, on the ground that he did not file his claim earlier because he expected to be called for shift work which, as it turned out, did not materialize.

The insurance officer allowed the claim effective July 6, 1958, but did not approve the antedate to June 29 1958, because in his opinion, the claimant had not shown good cause for delay in making his claim (sections 46 (3) of the Act and 150 of the Unemployment Insurance Regulations).

The claimant appealed to a board of referees, stating that he had been working short time until some time in May, following which he became employed fulltime for two weeks; that during that time he enquired from an employee of the local office of the Commission whether it was necessary for him to report to that office every week; that the employee replied in the negative and added that, when he became unemployed, he should go to the said office and renew his claim; that the employee did not advise him that, if he did not report during the first week he was unemployed, he would lose his benefit for that week; and that he was not aware that a pamphlet was issued to unemployed persons outlining their obligations under the Act with respect to claiming benefit.

The claimant attended the hearing of his case by a board of referees in Sydney on August 19, 1958. The board, by a unanimous decision, disallowed the appeal and in so doing noted that the claimant left Syd-

ney on Thursday evening (July 3, 1958) to visit his uncle at Soldier's Cove, a distance of 46 miles, and did not return until Monday (July 7, 1958), when he filed his claim.

On September 12, 1958, Local 1064, United Steelworkers of America, of which the claimant is a member, appealed to the Umpire on the grounds that the claimant had worked short time during the period June 29 to July 5, 1958; that he had reported to the local office at 5.00 p.m. on Thursday July 3, 1958, and the office was closed; that an employee of that office, who was outside the building, had told him to come back the following day (Friday); that the employee did not inform him that if he failed to report by Friday, he would lose his benefit for the week in question and that, as Thursday had been his reporting day when he was on benefit previously, he naturally thought that his reporting day would be the same as before. The official of the Union stated in the appeal that the claimant contended also that he could not have made a complete and actual report of his unemployed days in the week ending July 5 until after that date, because of the four eight-hour shifts which are worked between 5.00 p.m. on Friday and 8.00 a.m. on Sunday (the end of the working week at the plant for payroll purposes).

Considerations and Conclusions: According to the established principles of jurisprudence, a claimant, in order to show that he had "good cause" for delay in applying for unemployment insurance benefit, must prove that he was prevented from attending at the local office to file his claim by circumstances over which he had no control (CUBs 116 and 395), or that under the circumstances existing at the time it was reasonable that he should not so attend (CUB-1454).

In the present case, the grounds put forward by the claimant or by the Union on his behalf as justification for the delay in filing his claim for benefit on a date earlier than July 7, 1958, do not show that, on July 3 or 4, 1958, there was at least one circumstance of a compelling nature which might reasonably be accepted as a valid reason, and not solely as an excuse, for not attending at the local office during the usual working hours of the said office.

I, therefore, agree with the unanimous decision of the board of referees that the claimant has failed to show that he had good cause for delay in applying for benefit and I must consequently dismiss the union's appeal.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during December Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 261 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 233 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	7	\$1,376,261.00
Defence Production	84	127,919.00
Post Office	10	110,319.94
R.C.M.P.	1	5,040.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein an dis of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during December

During December the sum of \$7,039.08 was collected from 14 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 174 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

The Pas Man: J S Quinn Construction Co Ltd, construction of pumping plant, South Saskatchewan River Reclamation project; Leslie Construction Co Ltd, construction of main ditches in Pasquilla area, Saskatchewan River Reclamation project. *near Dunblane Sask:* McNamara Ltd, processing of concrete aggregate for South Saskatchewan River project. *near Outlook Sask:* Beattie Ramsay Construction Co Ltd, grading, construction of street, sewer & water supply & related work, Headquarters Bldgs, South Saskatchewan River Dam project. *Rosthern Sask:* Prefontaine Construction, construction of earthfill dam, etc. *near Val Marie Sask:* Jas Tomchuk Construction Ltd, construction of concrete spillway & appurtenant works for West Val Marie dam. *near Fort Macleod Alta:* Steffler Construction Ltd, construction of canal relocation, United Irrigation District. *near Spring Coulee Alta:* G F Tollestrup & Co, construction of reinforced concrete highway bridge over main canal, St Mary project.

Central Mortgage and Housing Corporation

Calgary Alta: Keith Construction (Calgary) Ltd, construction of housing units & services. *Edmonton Alta:* Young Electric Ltd, installation of electrical distribution system.

Department of Citizenship and Immigration

Kingsclear Indian Agency N B: Diamond Construction (1955) Ltd, construction of water supply system, Kingsclear Indian Reserve; Clumac Construction Ltd, construction of sewage disposal system, Woodstock Reserve. *Clandeboye Indian Agency Man:* Macaw & MacDonald Ltd, installation of water supply system, Fort Alexander IRS. *Meadow Lake Indian Agency Sask:* Gall's Lumber Yard, construction of Indian day school & residence, Canoe Lake Reserve. *Touchwood Indian Agency Sask:* T F Fordon, construction of residence, Gordon's IRS; Matheson Bros Ltd, construction of water supply system & pumping equipment installation, Muscowequan IRS. *Kwawkewlth Indian Agency B C:* McGinnis Bros, renewal of Assembly Hall floor & associated work, Alert Bay IRS. *Lytton Indian Agency B C:* Broadway Refrigeration & Air Conditioning Co Ltd, installation of walk-in cooler & deep freeze unit, St. George's IRS.

Defence Construction (1951) Limited

Moncton N B: Weiss Electrical Contracting Co, revisions to existing lighting in 3 bldgs, RCAF Station. *Scoudouc N B:* Cossor (Canada) Ltd, installation of transmitting facilities for RCN Radio Station, HMCS "Coverdale", DOT Transmitter Station. *Camp*

Borden Ont: Ruliff Grass Construction Co Ltd, erection & finishing prefabricated steel garage & outside services; L T Bristow Plumbing & Heating Ltd, additions & alterations to heating system, Lecture Training bldg (T-119). *Meaford Ont:* B & H Metal Industries Co Ltd, supply & erection of structural steel for tank hangar bldg. *Petawawa Ont:* A Janin & Co Ltd, construction of QM & Technical Stores bldg & outside services; Louis Markus & Son Ltd, construction of tank hangar & outside services; B & H Metal Industries Co Ltd, supply & erection of structural steel for tank hangar bldg. *Shirley Bay Ont:* M & M Line Construction Co Ltd, supply & installation of high voltage feeder & distribution equipmnt. *Churchill Man:* Canada Catering Co Ltd, catering services. *Rivers Man:* J Beer Painting & Decorating, interior painting of 4 barrack blocks, CJATC. *Cold Lake Alta:* Poole Construction Co Ltd, construction of extension to fire hall & standard auxiliary power unit bldg, RCAF Station; McNamara Ltd, construction of various bldgs & services & POL installation for Air Force refuelling base. *Namao Alta:* W C Wells Construction Co Ltd, construction of various bldgs & services & POL installation for Air Force refuelling base. *Chilliwack B C:* Klassen Construction Ltd, construction of junior ranks club, RCEME. *near Fort St John B C:* The J H McRae Co Ltd, signal installation at PGE railway Peace River Crossing, Peace River Bridge.

Building and Maintenance

Halifax N S: Arthur & Conn Ltd, rewiring & relighting bldg No. 1. *Centralia Ont:* F W Hill & Co, interior painting of 91 PMQ's. *Kingston Ont:* McCauley Bros, interior painting of Armoury. *Picton Ont:* Hugh Murray Ltd, construction of extension to officers' mess. *Camp Shilo Man:* Bluebird Painting & Decorating Co Ltd, interior painting of 110 PMQ's. *Winnipeg Man:* Oswald Decorating Co, interior painting of barrack blocks. *Edmonton Alta:* Forsyth Decorating Co Ltd, interior painting, 224 Base Workshop. *Wainwright Alta:* Bluebird Painting & Decorating Co Ltd, interior painting of 15 bldgs; Forsyth Decorating Co Ltd, interior painting of 20 bldgs. *Chilliwack B C:* Blanchot Bros, interior painting of 96 PMQ's & 5 bldgs. *Vancouver B C:* Helge Harvest Painting Co Ltd, interior repainting of bldgs 45 & 46 & top floor of bldg 104. *Victoria B C:* Parfitt Construction Co Ltd, rehabilitation of swimming pool, Bay St Armoury.

Department of Defence Production

Dartmouth N S: Frank & Edward Horne, renewal of exterior wall finish, Administration Bldg, RCN Armament Depot. *Halifax N S:* W A Chaddock & Co Ltd, *installation of steam lines, heating system, CVD Jetty; Standard Paving Maritime Ltd, *hard surfacing of DND area, HMC Dockyard. *Sydney N S:* Highland Paving & Construction Ltd, surfacing of road, RCAF Station. *Brandon Man:* G T Smith & Sons Ltd, rewiring & relighting north wing of Armoury. *Maple Creek Sask:* Swift Construction Co Ltd, interior redecoration of Armoury. *Sea Island B C:* Quadra Construction Co Ltd, construction of concrete slab base & erection of Armco steel bldg, RCAF Station. *Vernon B C:* Parker Construction Ltd, installation of storm & water drainage system, Military Camp.

National Harbours Board

Halifax N S: The Canada Gunitite Co Ltd, consolidation of crib foundation by grouting, Pier A-1, Berth 34. *Montreal Que:* Chas Duranceau Ltd, construction of shed, Sections 62-65; Canadian Comstock Co Ltd, electrical installation for Toll Plaza, Jacques Cartier Bridge. *Prescott Ont:* Foresteel Products Ltd, installation of partial dust control system, elevator.

Department of Northern Affairs and National Resources

Terra Nova National Park Nfld: T H Joyce, *laying concrete blocks, generator bldg & workshop bldg. *Prince Edward Island National Park P E I:* Douglas Bros & Jones Ltd, *drilling two 8" wells on Robinson's Island. *Fundy National Park N B:* Rodney Contractors Ltd, construction of pumphouse & valvehouse for water distribution system. *Fort Lennox National Historic Park Que:* Paul Boucher Ltee, construction of timber pile trestle bridge. *Quebec Que:* Emile Frenette Ltee, construction of board walk at Citadel. *Point Pelee National Park Ont:* S Ward & Son, *supply & installation of heating system, Warden's residence. *Banff National Park Alta:* Timber Preservers Ltd, construction of Judges' stand, Mount Norquay Ski Jump. *Fort Langley B C:* Moore Electric, *electrical installations in Officers' Mess bldg.

Department of Public Works

St John's Nfld: Trynor Construction Co Ltd, harbour improvements. *Bridgewater N S:* Liverpool Lumber Co Ltd, construction of moorings. *Caledonia N S:* Raymond Downie, construction of post office. *Canning N S:* Avon Construction Co Ltd, construction of post office. *Grand Etang N S:* R A Douglas Ltd, harbour repairs & improvements. *Harrigan (MacDonald's Cove) N S:* Campbell & McIsaac, breakwater construction. *Newellton N S:* Kenney Construction Co Ltd, wharf improvements. *North Sydney N S:* T C Gorman (Nova Scotia) Ltd, harbour improvements. *Pondville N S:* H E MacDonald & Simon Poirier, breakwater repairs. *River John N S:* Halverson & Smith Ltd, construction of post office. *Shelburne N S:* Kenney Construction Co Ltd, wharf repairs. *Wallace N S:* K J Cochrane, wharf improvements. *Boiestown N B:* Coronet Paving Ltd, construction of post office. *Campbellton N B to Cross Point Que:* Belle Construction Ltee, construction of substructure for Interprovincial Bridge. *East Florenceville N B:* Clumac Construction Ltd, construction of RCMP detachment quarters. *Fredericton N B:* Atlas Construction Co Ltd, paving, drainage & ditching, Science Service Laboratory, UNB Campus. *Leonardville N B:* Diamond Construction (1955) Ltd, construction of breakwater. *Moncton N B:* Eastern Woodworkers Ltd, construction of RCMP married quarters. *Ste Croix N B:* John Flood & Sons Ltd, paving & drainage, Customs & Immigration bldg. *Stuarttown N B:* Fundy Contractors Ltd, construction of breakwater. *Union Mills N B:* R E MacCready, timber cribwork, etc, Customs & Immigration bldg. *Bagotville Que:* Alphonse Montminy & Fils Inc, construction of protection wall. *Baie Comeau Que:* Julien & Jacob Inc, repairs to shed on Spur Wharf. *Bromptonville Que:* Dorilas Grenier Ltd, construction of post office. *Cap Aux Meules Que:* North Shore Construction Co Ltd, wharf repairs. *Clarenceville Que:* Gerard Picard & Douglas Vosburgh, construction of wharf. *Dunham Que:* Marcel Lachapelle, construction of post office. *Gaspé Que:* Les Entreprises BCD Ltee, repairs to Davis Wharf. *Grand Anse Que:* Ferdinand Germain, construction of two wharves. *Grenville Que:* Major Construction, construction of post office. *La Malbaie Que:* Fortunat Bernard, breakwater extension. *Montebello Que:* Eugene Dufort & Lucien Lavoie, construction of post office. *Point au Pic Que:* L'Atelier Mecanique de la Malbaie Enrg, wharf repairs. *Rougemont Que:* Lemieux Construction Ltd, construction of post office. *St Barthlemy Que:* Emilien Lafortune, construction of post office. *Ste Felicite Que:* Edmond & Pierre Paul Leclerc, construction of protection wall. *St Gabriel de Brandon Que:* Armand Sicotte & Fils Ltee, construction of wharf. *St Hubert Que:* Lemieux Construction Ltd, construction of post office. *Ste Marguerite Station Que:* Gerald Major, construction of post office. *Sherbrooke Que:* Albert Morin, enlargement of trucking yard, federal bldg. *Ville St Georges Que:* J O Lambert Inc, construction of federal bldg. *Alfred Ont:* Sinclair Supply Co Ltd, construction of post office. *Cache Bay Ont:* Chisnell-Ganton Ltd, construction of wharf. *Callander Ont:* Farquhar Construction Ltd, construction of post office. *Chalk River Ont:* R G Reinke Sons Ltd, construction of post office. *Fort Erie Ont:* Guy Violino Construction Ltd, construction of animal inspection & quarantine bldg for Dept of Agriculture. *Goderich Ont:* Ontario Marine & Dredging Ltd, construction of catwalk extensions. *Macdiarmid Ont:* Alex Zoldy, wharf construction. *Markham Ont:* Ruliff Grass Construction Co Ltd, construction of post office. *Marmora Ont:* Colt Contracting Co Ltd, construction of post office. *Mattawa Ont:* Chisnell-Ganton Ltd, construction of wharf. *Morinus Ont:* Arthur Woods, wharf repairs. *Nipigon Ont:* Croydon Construction Ltd, construction of rubble mound training wall. *Oshawa Ont:* Ontario Marine & Dredging Ltd, repairs to east breakwater. *Ottawa Ont:* A Lancot Construction Co Ltd, construction of Government vehicle garage, Tunney's Pasture. *Parry Sound Ont:* Macklaim Construction Co Ltd, repairs to approach, Smelter wharf. *Penetanguishene Ont:* Ontario Marine & Dredging Ltd, repairs to wharf & floats. *Petawawa Ont:* Louis Markus & Son Ltd, construction of staff apartment bldg, Forest Experimental Station. *Port Rowan Ont:* W A Haggerty Construction Ltd, breakwater extension. *Southampton Ont:* Deroit River Construction Ltd, breakwater demolition, Chantry Island. *Spanish Ont:* Hill-Clark-Francis Ltd, construction of post office. *Toronto Ont:* Circle Refrigeration Ltd, installation of cold rooms & related equipment, 86 Collier St, for Dept of Agriculture; Tracy Construction Inc, construction of runway extension, Toronto Island Airport. *Wellesley Ont:* L Riehl & Son, construction of post office. *Windsor Ont:* Eastern Construction Co Ltd, alterations & addition to federal bldg; W S Fullerton Construction Co Ltd, construction of boat landing, dredging & repairs to RCMP bldg; McMillan's Marine Services, installation of pile clusters & repairs to warehouse. *Belmont Man:* Harold S Box, construction of post office. *Boissegvain Man:* Gustaf Verbeke, construction of Quarantine Station. *Brandon Man:* R E Turner, construction of research piggery, Experimental Farm. *Miniota Man:* F A France Construction

Co Ltd, construction of federal bldg. *Minotnas Man*: Freiheit Construction Ltd, construction of post office. *Ninette Man*: Tompkins & Green, construction of post office. *Utterburne Man*: Armand Poirier, construction of post office. *Portage la Prairie Man*: Pearson Construction Co Ltd, construction of federal bldg. *Ste Rose du Lac Man*: Freiheit Construction Ltd, construction of post office. *Selkirk Man*: North American Bldgs Ltd, construction of RCMP detachment quarters. *Transcona Man*: Wyatt Construction Co Ltd, alterations & additions to post office. *Elose Sask*: Ritinger Construction Ltd, construction of post office. *Moose Jaw Sask*: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Spiritwood Sask*: Clifton Construction Co, construction of post office. *Strasbourg Sask*: Holterman Construction, construction of post office. *Acme Alta*: Greene Construction Co, construction of post office. *Airdrie Alta*: New West Construction Co Ltd, construction of post office. *Blackie Alta*: New West Construction Ltd, construction of post office. *Bow Island Alta*: Johnson Construction Co Ltd, construction of post office. *Calgary Alta*: Poole Construction Co Ltd, construction of freight elevator & shaft, Customs Bldg. *Cardston Alta*: Oland Construction Ltd, construction of St Mary's IRS, Blood Indian Agency; Gunnar Holte & Hans Nordlund, construction of addition to federal bldg. *Clyde Alta*: Art Erickson, Thomas Koziak & Lionel Mageau, construction of post office. *Cochrane Alta*: Borger Bros Ltd, construction of post office. *Crossfield Alta*: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Evansburg Alta*: Waterloo Construction Ltd, construction of RCMP detachment quarters. *Gleichen Alta*: Southern Alberta Construction Ltd, construction of RCMP detachment quarters. *Grande Prairie Alta*: Quam Construction Co, construction of addition to federal bldg. *Morrin Alta*: Greene Construction Co, construction of post office. *Peace River Alta*: Lahey Construction Ltd, construction of RCMP married quarters. *Pincher Creek Alta*: Southern Alberta Construction Ltd, construction of RCMP detachment quarters. *Provost Alta*: C Burrows Construction Ltd, construction of RCMP detachment quarters. *Smoky Lake Alta*: A V Carlson Ltd, construction of post office. *Spirit River Alta*: Vavlier Construction Co Ltd, construction of RCMP detachment quarters. *Stavelly Alta*: Borger Bros Ltd, construction of post office. *Wainwright Alta*: Quam Construction Co, construction of addition to federal bldg. *Wood Buffalo National Park Alta*: McNamara Construction Co Ltd, clearing & grubbing, Peace Point to 5th Meridian. *Alert Bay B C*: Horie & Tynan Construction Ltd, breakwater improvements. *Castlegar B C*: Columbia Builders Ltd, construction of RCMP detachment quarters. *Fort Langley B C*: Greenall Bros Ltd, construction of post office. *Gabriola Centre B C*: Fraser River Pile Driving Co Ltd, wharf reconstruction. *Glacier National Park B C*: Poole Construction Co Ltd, construction of Illecillewaet River bridge No 3, mile 18.73 & Canadian Pacific Railway overpass, mile 18.54, Trans-Canada Highway. *Kitimat B C*: Dewey DeVries, construction of garages for Dept of Public Works houses. *Kitimat Mission B C*: Skeena River Pile Driving Co, construction of catwalk & dolphin. *Nanaimo B C*: A & B Construction Co Ltd, alterations at Pacific Biological Station; Harbour Pile Driving Co, wharf reconstruction & float renewal, Farmer's Landing. *Okanagan Landing B C*: Holmes Construction Ltd, construction of breakwater. *Pitt Meadows B C*: D C Festing, construction of post office. *Prince George B C*: Howe Construction Co Ltd, construction of RCMP quarters. *Prince Rupert B C*: Pacific Pile Driving Co Ltd, float renewal, Fairview Bay. *Queen Charlotte City B C*: Basarab Construction Co Ltd, wharf repairs & float renewal. *Retreat Cove B C*: Fraser River Pile Driving Co Ltd, wharf reconstruction. *Sidney B C*: Pacific Pile Driving Co Ltd, construction of ferry terminal. *Sooke B C*: Pacific Pile Driving Co Ltd, wharf reconstruction. *Yellowknife to Fort Rae NWT*: Western Construction & Lumber Co Ltd, crushed rock surfacing, Mile 0 to Mile 20. *Dawson-Mayo Highway Y T*: John A MacIsaac, erection of Bailey bridges, Klondike River & Yukon Consolidated Gold Co ditch.

Contract Containing The General Fair Wages Clause

Corner Brook Nfld: Locke's Electrical, installation of fluorescent fixtures, federal bldg. *Charlottetown P E I*: Charlottetown Marine Industries Ltd, repairs to Dredge Pownal No 2. *St Jerome Que*: Ernest Goyer, interior painting, federal bldg. *Victoriaville Que*: F R Bourgeois Ltd, interior alterations, federal bldg. *Englehart Ont*: E R Deline, interior painting, federal bldg. *Kingston Ont*: Frost Moving Co, moving equipment to new federal bldg. *Ottawa Ont*: Rene Cleroux, repairs to tunnels, Tunney's Park; A Lancot Construction Co, plumbing repairs, 40 Lydia St; James Paterson & Son, interior alterations, Justice bldg; Sunnyday Contractors Ltd, interior repairs, No 6 Temporary bldg; Campbell Steel & Iron Works Ltd, construction of new smoke stack, Mines Bldg, Booth St; Edge Ltd, installation of new heating coils, Central Heating Plant; Maurice

Jolicoeur, alterations & painting, "C" Bldg; Ottawa Bldg Maintenance Co Regd, redecorating, Parliament Bldgs; F J Shouldice Construction Co, installation of new copper flashings, Veterans Memorial Bldgs; Von Utilities Co, installation of conveyor equipment, Veterans Memorial Bldgs; Ottawa Iron Works Ltd, repairs to bronze handrails, Parliament Bldgs; Presley Painting & Decoration, redecoration at Kent-Albert Bldg; Duford Ltd, redecoration at Mines Bldg, Booth St. *Sault Ste Marie Ont*: McLarty Bros & Brodie, repairs to elevator, old federal bldg. *South Porcupine Ont*: A L Barrette, interior painting, federal bldg. *Toronto Ont*: Peter J Leon, interior painting, Postal Station "A"; Dundas Plumbing & Heating, repairs to ceiling, Lipton bldg; Steam Service Co, cleaning of air ducts, City Delivery bldg. *Winnipeg Man*: Kummén-Shipman Electrical Ltd, electrical repairs, UIC bldg. *Squamish B C*: Tide Bay Dredging Co Ltd, dredging. *Vancouver B C*: Allan & Viner Construction, cafeteria repairs, federal bldg.

Department of Transport

St John's Nfld: Trynor Construction Co Ltd, additional development, Torbay (St John's Airport). *Port Hastings N S*: T C Gorman (Nova Scotia) Ltd, construction of foundations & bldgs for wire rope fenders, Canso Canal. *Bagotville Que*: J R Theberge Ltee, relocation of Saguenay air terminal bldg. *Mont Joli Que*: Morissette & Fils Enr & La Compagnie d'équipement et de Construction de Rimouski Ltee, additional development at airport. *near Dainville, Thorold & Welland Ont*: Provincial Engineering Ltd, replacement of steel counterweight ropes on bridges Nos 10, 13, 16 & 17, Welland Ship Canal. *Erieau Ont*: Erieau Shipbuilding & Drydock Co Ltd, *construction of automobile & passenger ferry vessel. *Homer, Port Colborne & Thorold Ont*: Ruliff Grass Construction Co Ltd, *replacement of wire ropes on 6 fenders & land rope on 1 fender, Welland Ship Canal. *Kenora Ont*: J H Edwards & P A Chop, construction of water & sewer mains, airport. *London Ont*: Wilson & Somerville, installation of approach lighting facilities. *Smith Falls Ont*: Dominion Structural Steel Ltd, construction of swing bridge over Rideau Canal. *Winnipeg Man*: Maple Leaf Distributors Ltd, construction of steel bldg to house emergency power plant, airport. *Lethbridge Alta*: Wirtanen Electric Co Ltd, construction of ILS localizer bldg, glide path bldg, etc, & installation of power & control lines & related work, airport. *Ashcroft B C*: Howe Construction Co Ltd, construction of power house & transmitter bldg. *Crescent Valley B C*: L D Maglio, construction of power house & transmitter bldg. *Kimberley B C*: Imperial Builders Ltd, construction of power house & transmitter bldg. *Quesnel B C*: Wirtanen Electric Co Ltd, installation of medium intensity lighting, airport.

Conciliation Proceedings

(Continued from page 156)

5. Western Ontario Broadcasting Company Limited, Windsor, and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1958, p. 1286).

6. Pacific Tanker Company Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Aug. 1958, p. 882).

7. Trans-Canada Air Lines and Canadian Air Line Despatchers' Association (Conciliation Officer: R. Trépanier) (see above).

Conciliation Boards Appointed

1. Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and

Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., July 1958, p. 755).

2. Stanleigh Uranium Mining Corporation, Elliot Lake, and Elliot Lake-Stanleigh Office Workers' Union, Local 1574, Canadian Labour Congress (L.G., Jan., p. 54).

3. Can-Met Explorations Limited, Spragge, and Quirke Lake-Can-Met Office Workers' Union, Local 1575, Canadian Labour Congress (L.G., Jan., p. 54).

Settlement Reached before Board Constituted

Canadian National Railways (MV *Blue-nose* Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway Employees and other Transport Workers (L.G., Jan., p. 54).

WAGES, HOURS, WORKING CONDITIONS

Wage Rates and Selected Working Conditions in 8 Construction Trades

Survey of collective agreements covering construction trades in 45 cities of Canada finds all trades have gained substantial wage increases since survey four years ago; five-day, 40-hour week now standard throughout most provinces

Examination of 360 collective agreements in force at the beginning of this year in eight construction trades in 45 cities across Canada has found that:

1. All trades have gained substantial wage increases since the last survey at the end of 1954.

2. The five-day, 40-hour week is standard throughout Canada for all eight trades, except in Newfoundland and Quebec.

3. Dual rates of pay for overtime work are now widespread in the construction industry.

4. In the last four years, the 4-per-cent vacation allowance—equivalent to an annual vacation of two weeks—has become practically universal in Ontario and the West.

The survey was made by the Department's Economics and Research Branch, which had made similar surveys in December 1953 and December 1954 (see box).

Employment in the construction industry made up 7.5 per cent of the total working force in Canada. In the past five years, average employment in the industry changed from approximately 340,000 in 1954 to 432,000 in 1958. In the same period, 1954-58, the percentage of construction workers in unions rose some 5 per cent and now stands at 153,000 union members, or 35 per cent of total employment in this industry. The survey examines as wide as possible a cross-section of these organized workers and sets down, principally in tabular form, the basic wages and working conditions obtained through collective bargaining in this industry over the past year.

For the most part, provisions shown in the accompanying tables will be in effect until March, April or May of this year. Although there are specific termination dates for decrees in Quebec, the data set down in this study are the latest available on wages and working conditions in that

This article is an analysis by the Economics and Research Branch, Department of Labour, of wages and working conditions in eight construction trades based on provisions of collective agreements in force on January 1, 1959 in 45 cities across Canada. For cities in Quebec, the working conditions are those given juridical extension under the Collective Agreement Act. (Surveys of a similar nature were carried out by the Branch at December 31, 1954 and at December 1, 1953 (L.G. 1955, p. 202; L.G. 1954, p. 134).

The present study is based on an examination of 360 agreements. The 45 cities included in the survey were selected to give Canada-wide coverage. Taking as a base the 65 largest cities in Canada, final selection was determined by two factors: the extent to which collective agreements for the eight trades existed in that city and the need to obtain wide geographical coverage. In some instances, certain cities were eliminated from the survey because of their proximity to another centre even though they contained agreements for all the trades under study.

For the most part, provisions shown in the accompanying tables will be in effect until March, April or May of this year. The tables are incomplete in certain respects. In some cities, no agreement exists for particular trades. In other instances, the current agreements were not available to the Department. Therefore, no entries appear in the tables for certain trades opposite some of the cities listed.

province. In some instances, recently signed long-term contracts gave information into 1960 and 1961.

A blank space in the tables may mean that no agreement exists for particular trades, that a current agreement was not available to the Department, or that the agreement supplied no information on the matter in question. A blank under statutory holidays, for instance, indicates only that holidays are not listed in the agreement, not necessarily that no holidays are recognized. Where no entry appears under "overtime rate after specified period," the

standard overtime rate applies to all overtime.

The agreements studied are those signed by members of local builders' exchanges

or, less frequently, standard union agreements signed individually by a number of contractors. The unions party to these collective agreements are:

TABLE 1.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

CARPENTERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	Rate for Saturday work (Multiple of Regular Wage Rate)			
								A.M.	P.M.		
Newfoundland											
St. John's.....	July '59	1.68	.....	5	45	1½	2	2	2	.....	9
Corner Brook.....	Mar. '59	1.85	.....	5½	44	1½	2	1	1½	.....	6
Nova Scotia											
Sydney.....	May '59	2.20	.....	5	40	1½	2	2	2	(1 wk)	8
Halifax.....	Apr. '61	1.90½	1.95(1)	5	40	1½	2	1½	2	2%	10
New Brunswick											
Saint John.....	Apr. '59	1.75	.....	5	40	1½	2	1½	2	2%	8
Moncton.....	Apr. '59	1.75	.....	5	40	1½	.....	1½	1½	2%	8
Quebec											
Chicoutimi.....	.....	1.78	.....	6	48	1½	.....	1	1½	2%	9
Drummondville.....	.....	1.65	.....	5	48	1½	.....	1½	1½	2%	10
Granby.....	.....	1.75	.....	5½	44	1½	.....	1	1½	2%	9
Hull.....	.....	1.92	.....	5½	44	1½	2	1	1½	2%	5
Jonquière.....	.....	1.78	.....	6	48	1½	.....	1	1½	2%	9
Montreal.....	.....	2.10	.....	5	40	1½	2	1½	2	4%	7
Québec.....	.....	1.80	.....	5	44	1½	2	1½	1½	2%	9
St. Jean.....	.....	1.70	.....	5½	44	1½	.....	1	1½	2%	7
Shawinigan.....	.....	1.70	.....	6	48	1½	.....	1	1	2%	10
Sherbrooke.....	.....	1.75	.....	5½	44	1½	.....	1	1½	2%	9
Three Rivers.....	.....	1.70	.....	6	48	1½	.....	1	1	2%	10
Valleyfield.....	.....	2.10	.....	5	40	1½	2	1½	2	4%	7
Ontario											
Belleville.....	Mar. '60	2.15	2.25	5	40	1½	2	2	2	4%	8
Brantford.....	Apr. '59	2.15	.....	5	40	1½	.....	2	2	4%	8
Guelph.....	Apr. '59	2.15	.....	5	40	1½	.....	1½	2	4%	8
Hamilton.....	Apr. '59	2.50	.....	5	40	1½	2	2	2	4%	8
Kingston.....	Apr. '59	2.30	.....	5	40	1½	2	2	2	4%	6
Kitchener.....	Apr. '59	2.20	.....	5	40	1½	2	1½	1½	4%	7
Lakehead.....	Mar. '59	2.50	.....	5	40	1½	2	2	2	4%	7
London.....	Apr. '60	2.60(2)	2.70	5	40	1½	.....	2	2	4%	8
Niagara Falls.....	Apr. '60	2.42(3)	2.47	5	40	1½	2	1½	2	4%	9
Oshawa.....	Apr. '60	2.45	2.55	5	40	1½	2	2	2	4%	8
Ottawa.....	Apr. '59	2.15	.....	5	40	1½	.....	1½	2	4%	7
Peterborough.....	Jan. '59	2.00	.....	5	40	1½	2	1½	1½	4%	8
Sarnia.....	Apr. '60	2.70	2.75	5	40	2	.....	2	2	4%	8
St. Catharines.....	Apr. '60	2.37	2.47	5	40	1½	2	2	2	4%	9
Sudbury.....	Jan. '60	2.40	2.45	5	40	1½	.....	1½	1½	4%	7
Toronto.....	Apr. '61	2.65	2.80(4)	5	40	1½	2	2	2	4%	8
Windsor.....	Mar. '59	2.50	.....	5	40	2	.....	2	2	4%	8
Manitoba											
Winnipeg.....	Apr. '59	2.30	.....	5	40	1½	2	2	2	4%	9
Brandon.....	Apr. '59	2.00	.....	5	48	1½	.....	.....	.....	4%	.....
Saskatchewan											
Regina.....	Mar. '59	2.13	.....	5	40	1½	2	2	2	(2-3wks)	8
Saskatoon.....	Mar. '60	2.16	.....	5	40	1½	2	1½	2	(2-3wks)	.....
Moose Jaw.....	Mar. '59	2.13	.....	5	40	1½	2	2	2	(2-3wks)	8
Alberta											
Edmonton.....	Mar. '59	2.35	.....	5	40	1½	2	1½	2	(1-2wks)	9
Calgary.....	Mar. '59	2.25	.....	5	40	1½	2	2	2	(1-2wks)	9
Lethbridge.....	Dec. '59	2.20	.....	5	40	1½	2	2	2	(1-2wks)	9
British Columbia											
Vancouver.....	Mar. '59	2.68	.....	5	40	2	.....	2	2	4%	9
Victoria.....	Mar. '59	2.68	.....	5	40	2	.....	2	2	4%	9

(1) Jan. 1961—\$2.02.

(2) \$2.55 to April 30, 1959.

(3) \$2.32 to April 1, 1959.

(4) Jan. 1961—\$2.95.

The United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC);

The Bricklayers, Masons, and Plasterers' International Union of America (AFL-CIO/CLC);

The International Brotherhood of Electrical Workers (AFL-CIO/CLC);

The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry (AFL-CIO/CLC);

TABLE 2.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

BRICKLAYERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	Rate for Saturday work (Multiple of Regular Wage Rate)			
								A.M.	P.M.		
Newfoundland											
St. John's.....	Sept. '60	2.05	2.10	5	45	1½	2	1½	1½	.....	10
Corner Brook.....											
Nova Scotia											
Sydney.....	May '60	2.35	2.61½	5	40	1½	.....	2	2	2% 2%	8
Halifax.....	Apr. '61	2.16	2.21 ⁽¹⁾	5	40	1½	2	1½	2	2%	10
New Brunswick											
Saint John.....	May '59	2.00	.....	5	40	2	.....	2	2	2%	8
Moncton.....	Apr. '60	2.00	.....	5½	44	1½	.....	1	1½	(1 wk)	7
Quebec											
Chicoutimi.....		1.93	.....	6	48	1½	.....	1	1½	2%	9
Drummondville.....		1.80	.....	5	48	1½	.....	1½	1½	2%	10
Granby.....		1.95	.....	5½	44	1½	.....	1	1½	2%	9
Hull.....		2.00	.....	5½	44	1½	2	1	1½	2%	5
Jonquière.....		1.93	.....	6	48	1½	.....	1	1½	2%	9
Montreal.....		2.30	.....	5	40	1½	2	1½	2	4%	7
Québec.....		2.00	.....	5	44	1½	2	1½	1½	2%	9
St. Jean.....		2.00	.....	5½	44	1½	.....	1	1½	2%	7
Shawinigan.....		1.90	.....	6	48	1½	.....	1	1	2%	10
Sherbrooke.....		1.95	.....	5½	44	1½	.....	1	1½	2%	9
Three Rivers.....		1.90	.....	6	48	1½	.....	1	1	2%	10
Valleyfield.....		2.30	.....	5	40	1½	2	1½	2	4%	7
Ontario											
Belleville.....	Sept. '59	2.40	.....	5	40	1½	2	2	2	4%	8
Brantford.....	May '59	2.55	.....	5	40	2	.....	2	2	4%	7
Guelph.....	Apr. '59	2.50	.....	5	40	1½	.....	2	2	4%	7
Hamilton.....	May '59	2.70	.....	5	40	2	.....	2	2	4%	8
Kingston.....	Mar. '59	2.50	.....	5	40	1½	.....	2	2	(1 wk)	6
Kitchener.....	Apr. '60	2.55	2.60	5	40	1½	.....	1½	1½	4%	7
Lakehead.....	Mar. '59	2.60	.....	5	40	2	.....	2	2	4%	5
London.....	Apr. '60	2.70 ⁽²⁾	2.80	5	40	2	.....	2	2	4%	7
Niagara Falls.....											
Oshawa.....	Aug. '60	2.75	2.85	5	40	1½	2	2	2	4%	8
Ottawa.....	Apr. '59	2.40	.....	5	40	1½	2	1½	2	4%	7
Peterborough.....											
Sarnia.....	Apr. '60	3.00	3.05	5	40	2	.....	2	2	4%	8
St. Catharines.....	Apr. '60	2.50	2.60	5	40	1½	2	2	2	4%	7
Sudbury.....	Jan. '60	2.50	2.55	5	40	1½	.....	1½	1½	4%	7
Toronto.....	Apr. '60	2.95	3.00	5	40	1½	2	2	2	4%	8
Windsor.....	Mar. '59	2.67½ ⁽²⁾	5	40	2	.....	2	2	4%	7
Manitoba											
Winnipeg.....	Apr. '59	2.50	.....	5	40	1½	2	2	2	4%	9
Brandon.....											
Saskatchewan											
Regina.....	Mar. '59	2.44	.....	5	40	1½	.....	2	2	2 wks	8
Saskatoon.....	Apr. '59	2.44	.....	5	40	1½	2	1½	2	(2-3 wks)	.....
Moose Jaw.....											
Alberta											
Edmonton.....	Mar. '59	2.60	.....	5	40	1½	2	2	2	(1-2 wks)	9
Calgary.....	Mar. '59	2.60	.....	5	40	2	.....	2	2	(1-2 wks)	9
Lethbridge.....											
British Columbia											
Vancouver.....	Mar. '59	2.75	.....	5	40	2	.....	2	2	2 wks	9
Victoria.....	Mar. '59	2.70	.....	5	40	1½	2	2	2	4%	9

⁽¹⁾ Jan. 1961—\$2.29.

⁽²⁾ \$2.60 to April 30 '59.

⁽³⁾ Includes 10 cents per hour employers' contribution to welfare plan.

TABLE 3.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES**ELECTRICIANS**

Locality	Termination Date of Agree- ment	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Per- centage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	Rate for Saturday work (Multiple of Regular Wage Rate)			
								A.M.	P.M.		
Newfoundland											
St. John's.....											
Corner Brook.....											
Nova Scotia											
Sydney.....	May '60	1.90	2.05	5	40	1½	2			1 week	5
Halifax.....	Apr. '60	2.05 ⁽¹⁾	2.10 ⁽¹⁾	5	40	1½	2	1½	2	1 week	10
New Brunswick											
Saint John.....											
Moncton.....	June '59	1.85		5	40	1½	2	1½	1½	1to2wks.	8 ⁽²⁾
Quebec											
Chicoutimi.....		1.78		6	48	1½		1	1½	2%	9
Drummondville.....		1.65		5	48	1½		1½	1½	2%	10
Granby.....		1.70		5½	44	1½		1	1½	2%	9
Hull.....		2.10		5½	44	1½	2	1	1½	4%	5
Jonquière.....		1.78		6	48	1½		1	1½	2%	9
Montreal.....		2.20		5	40	1½	2	1½	2	4%	7
Québec.....		1.90		5	45	1½	2	1½	1½	2%	9
St. Jean.....		1.80		5½	44	1½		1	1½	2%	7
Shawinigan.....		1.70		6	48	1½		1	1	2%	10
Sherbrooke.....		1.70		5½	44	1½		1	1½	2%	9
Three Rivers.....		1.70		6	48	1½		1	1	2%	10
Valleyfield.....		2.20		5	40	1½	2	1½	2	4%	7
Ontario											
Belleville.....											
Brantford.....	Aug. '59	2.25 ⁽³⁾		5	40	1½	2	1½	2	4%	8
Guelph.....											
Hamilton.....	June '60	2.85	3.15	5	40	2		2	2	4%	7
Kingston.....	Mar. '60	2.30	2.45	5	40	2		2	2	4%	8
Kitchener.....	June '60	2.40	2.55	5	40	1½	2	2	2	4%	8
Lakehead.....	Mar. '60	2.70	2.75	5	40	1½	2	2	2	4%	9
London.....	May '60	2.55	2.75	5	40	2		2	2	4%	
Niagara Falls.....	Apr. '59	2.55		5	40	1½	2	2	2	4%	8
Oshawa.....	May '60	2.65	2.75	5	40	2		2	2	4%	8
Ottawa.....											
Peterborough.....	Mar. '60	2.30	2.40	5	40	2		2	2	4%	8
Sarnia.....											
St. Catharines.....	Apr. '59	2.65		5	40	1½	2	2	2	4%	8
Sudbury.....	Jan. '60	2.35		5	40	1½		1½	2	4%	7
Toronto.....	Apr. '60	3.05	3.30	5	40	2		2	2	4%	8
Windsor.....	Mar. '59	2.60		5	40	2		2	2	4%	8
Manitoba											
Winnipeg.....	Apr. '59	2.55		5	40	1½	2	1½	2	4%	10
Brandon.....											
Saskatchewan											
Regina.....	Mar. '59	2.24		5	40	1½		1½	2	2 wks	9
Saskatoon.....	Mar. '59	2.25		5	40	1½	2	1½	2	(2-3 wks)	
Moose Jaw.....											
Alberta											
Edmonton.....	Mar. '60	2.65	2.75	5	40	1½	2	2	2	(1-2 wks)	8
Calgary.....	Mar. '60	2.65	2.75	5	40	2		2	2	4%	9
Lethbridge.....	Dec. '59	2.40 ⁽⁴⁾		5	40	1½	2	1½	2	(1-2 wks)	9
British Columbia											
Vancouver.....	Mar. '59	3.10		5	40	2		2	2	4%	9
Victoria.....	Mar. '60	2.75		5	40	2		2	2	4 to 6%	9

(1) Includes 4 cents per hour vacation pay until implementation of Vacation with Pay Act.

(2) Plus the afternoons before Christmas and New Year's.

(3) Further 10 cents per hour on March 1, 1959 and further 5 cents per hour June 1, 1959.

(4) Further 5 cents per hour on July 1, 1959.

The Operative Plasterers' and Cement Masons' International Association (AFL-CIO/CLC);

The International Hod Carriers', Building and Common Labourers' Union of America (AFL-CIO/CLC);

TABLE 4.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

PLUMBERS

Locality	Termination Date of Agree- ment	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Per- centage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	A.M.	P.M.		
Newfoundland											
St. John's.....	Mar. '59	2.10	.....	5	40	1½	2	2	2	3%	7
Corner Brook.....											
Nova Scotia											
Sydney.....											
Halifax.....	Apr. '61	2.04	2.11 ⁽¹⁾	5	40	1½		1½	2	(1 wk)	10
New Brunswick											
Saint John.....	Apr. '59	1.80	.....	5	40	1½	2	1½	2	2%	8
Moncton.....	May '59	1.85	.....	5	40	1½	2	1½	1½	(1 wk)	8
Quebec											
Chicoutimi.....		1.73	.....	6	48	1½		1	1½	2%	9
Drummondville.....		1.65	.....	5	48	1½		1½	1½	2%	10
Granby.....		1.85	.....	5	40	1½		1½	1½	4%	10
Hull.....		1.85	.....	5½	44	1½	2	1	1½	2%	7
Jonquière.....		1.73	.....	6	48	1½		1	1½	2%	9
Montreal.....		2.32	.....	5	40	1½	2	1½	2	4%	12
Québec.....		1.90	.....	5	45	1½	2	1½	1½	2%	9
St. Jean.....		1.60	.....	5½	44	1½		1	1½	2%	7
Shawinigan.....		1.75	.....	5½	44	1½		1	1½	2%	9
Sherbrooke.....		1.85	.....	5	40	1½		1½	1½	4%	10
Three Rivers.....		1.75	.....	5½	44	1½		1	1½	2%	9
Valleyfield.....		2.32	.....	5	40	1½	2	1½	2	4%	12
Ontario											
Belleville.....	Mar. '60	2.30 ⁽²⁾	2.35	5	40	1½	2	2	2	4%	8
Brantford.....	Apr. '59	2.25	.....	5	40	1½	2	1½	2	4%	8
Guelph.....	May '59	2.50	.....	5	40	1½	2	2	2	4%	8
Hamilton.....	Dec. '59	2.80 ⁽³⁾	5	40	1½	2	2	2	4%	8
Kingston.....	Apr. '59	2.45	.....	5	40	2		2	2	4%	9
Kitchener.....	May '59	2.50	.....	5	40	1½	2	2	2	4%	8
Lakehead.....	Dec. '59	2.65	.....	5	40	1½	2	2	2	4%	8
London.....	May '60	2.65 ⁽⁴⁾	2.80	5	40	1½	2	2	2	4%	9
Niagara Falls.....											
Oshawa.....	May '59	2.50	.....	5	40	2		2	2	4%	8
Ottawa.....	Apr. '59	2.55	.....	5	40	1½	2	2	2	4%	8
Peterborough.....											
Sarnia.....	June '60	3.00	3.00	5	40	2		2	2	4%	8
St. Catharines.....	Mar. '60	2.55	2.65	5	40	1½	2	2	2	4%	8
Sudbury.....											
Toronto.....	May '60	2.95	3.20	5	40	1½	2	2	2	4%	8
Windsor.....	May '59	2.75	.....	5	40	2		2	2	4%	8
Manitoba											
Winnipeg.....	May '59	2.60	.....	5	40	1½	2	2	2	4%	8
Brandon.....											
Saskatchewan											
Regina.....											
Saskatoon.....	Apr. '59	2.35	.....	5	40	1½	2	2	2	(2-3 wks)	8
Moose Jaw.....	Feb. '59	2.25	.....	5	40	1½	2	2	2	(2-3 wks)	8
Alberta											
Edmonton.....											
Calgary.....	Mar. '59	2.50	.....	5	40	1½	2	2	2	4%	9
Lethbridge.....	Apr. '59	2.45	.....	5	40	1½	2	2	2	(1-2 wks)	9
British Columbia											
Vancouver.....	Mar. '59	2.90	.....	5	40	2		2	2	7.2% ⁽⁵⁾	9
Victoria.....	Mar. '59	2.70	.....	5	40	2		2	2		9

(1) Jan. 1961—\$2.21.

(2) \$2.20 to April 1, 1959.

(3) July 1, 1959, \$2.90.

(4) June 1, 1959—\$2.75.

(5) Includes 3.2% for Statutory holidays.

TABLE 5.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES
PAINTERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	Weeks or Percentage of Earnings			
								A.M.	P.M.		
Newfoundland											
St. John's.....	June '59	1.53* 1.73†	.....	5	40	1½	2	1½	1½	.....	8
Corner Brook.....											
Nova Scotia											
Sydney.....	Mar. '59	1.50	.....	5	40	1½		1½	1½	(1 wk)	
Halifax.....	Apr. '61	1.70* 1.80(1)†	1.76* 1.86†	5	40	1½	2	2	2	(1 wk)	10
New Brunswick											
Saint John.....	Apr. '59	1.60* 1.75†	1.65* 1.80†	5	40	1½	2	2	2	(1 wk)	
Moncton.....											
Quebec											
Chicoutimi.....		1.63	.....	6	48	1½		1	1½	2%	9
Drummondville.....		1.55	.....	5	48	1½		1½	1½	2%	10
Granby.....		1.65	.....	5½	44	1½		1	1½	2%	9
Hull.....		1.58	.....	5½	44	1½	2	1	1½	2%	5
Jonquière.....		1.65	.....	6	48	1½		1	1½	2%	7
Montreal.....		2.00	.....	5	40	1½	2	1½	2	4%	9
Québec.....		1.70	.....	5	44	1½	2	1½	1½	2%	7
St. Jean.....		1.65	.....	5½	44	1½		1	1½	2%	9
Shawinigan.....		1.60	.....	6	48	1½		1	1	2%	10
Sherbrooke.....		1.65	.....	5½	44	1½		1	1½	2%	9
Three Rivers.....		1.60	.....	6	48	1½		1	1	2%	10
Valleyfield.....		2.00	.....	5	40	1½	2	1½	2	4%	7
Ontario											
Belleville.....											
Brantford.....	Feb. '59	1.70* 1.80†	.....	5½	44	1½		1	1½	4%	9
Guelph.....											
Hamilton.....	Dec. '59	2.05* 2.15†	.....	5	40	2		2	2	4%	7
Kingston.....											
Kitchener.....											
Lakehead.....	Dec. '59	2.15	.....	5	40	1½		1½	2	4%	5
London.....	Apr. '60	1.90* 2.00†	2.05* 2.15†	5	40	1½		2	2	4%	8
Niagara Falls.....	Mar. '59	1.80	.....	5	42½	1½		1½	2	4%	7
Oshawa.....											
Ottawa.....	Jan. '59	1.75* 1.90†	.....	5	40	1½		2	2	4%	5
Peterborough.....											
Sarnia.....											
St. Catharines.....	Feb. '59	1.80	.....	5	40	1½	2	1½	1½	4%	8
Sudbury.....	Jan. '59	1.70	.....	5	44½	1½		1½	1½	4%	7
Toronto.....	Apr. '60	2.27	2.41	5	40	1½	2	2	2	4%	8
Windsor.....											
Manitoba											
Winnipeg.....	Apr. '59	2.00* 2.10†	.....	5	40	1½	2	1½	1½	4%	9
Brandon.....											
Saskatchewan											
Regina.....	Mar. '59	1.88* 2.03†	.....	5	40	1½		1½	2	(2-3 wks)	
Saskatoon.....	Mar. '60	2.00* 2.15†	2.05* 2.30†	5	40	1½		1½	2	(2-3 wks)	8
Moose Jaw.....	Mar. '59	1.75* 1.90†	.....	5½	44	1½	2	1	1½	(2-3 wks)	
Alberta											
Edmonton.....	Mar. '60	2.00* 2.25†	2.20* 2.45†	5	40	1½	2	2	2	(1-2 wks)	9
Calgary.....	Mar. '59	2.05* 2.25†	.....	5	40	1½	2	2	2	4%	9
Lethbridge.....											
British Columbia											
Vancouver.....	Mar. '59	2.60* 2.85†	.....	5	40	2		2	2	(2 wks)	9
Victoria.....	Mar. '59	2.60* 2.85†	.....	5	40	2		2	2	(2 wks)	9

(1) Brush: \$1.66, Spray: \$1.76 to April 30, 1959. *Brush. †Spray.

Federation of Building Workers of Canada (CCCL).

These unions generally represent the trades with which their names are associated, except the last one, which groups

construction workers of all trades. It should also be noted that plasterers are sometimes represented by the Bricklayers, Masons, and Plasterers' Union rather than the above-mentioned Operative Plasterers' Union.

TABLE 6.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

PLASTERERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	Rate for Saturday work (Multiple of Regular Wage Rate)			
								A.M.	P.M.		
Newfoundland											
St. John's.....	Apr. '60	2.00	2.05	5	45	1½	2	1½	1½	.....	10
Corner Brook.....											
Nova Scotia											
Sydney.....	May '60	2.35	2.45	5	40	1½		2	2	2%	8
Halifax.....											
New Brunswick											
Saint John.....	May '59	2.00		5	40	2		2	2	2%	8
Moncton.....	Apr. '60	2.00		5½	44	1½		2	1½	(1 wk)	7
Quebec											
Chicoutimi.....		1.93		6	48	1½		1	1½	2%	9
Drummondville.....		1.80		5	48	1½		1½	1½	2%	10
Granby.....		1.95		5½	44	1½		1	1½	2%	9
Hull.....		1.95		5½	44	1½	2	1	1½	2%	5
Jonquière.....		1.93		6	48	1½		1	1½	2%	9
Montreal.....		2.35		5	40	1½	2	2	2	2%	7
Québec.....		2.00		5	44	1½	2	1½	1½	2%	9
St. Jean.....		2.00		5½	44	1½		1	1½	2%	7
Shawinigan.....		1.90		6	48	1½		1	1	2%	10
Sherbrooke.....		1.95		5½	44	1½		1	1½	2%	9
Three Rivers.....		1.90		6	48	1½		1	1	2%	10
Valleyfield.....		2.35		5	40	1½	2	2	2	2%	7
Ontario											
Belleville.....											
Brantford.....											
Guelph.....											
Hamilton.....	May '60	2.60 ⁽¹⁾	2.75 ⁽¹⁾	5	40	2		2	2	4%	
Kingston.....	Mar. '59	2.50		5	40	1½		2	2	(1 wk)	6
Kitchener.....	Apr. '60	2.55	2.60	5	40	1½		1½	1½	4%	7
Lakehead.....	Apr. '59	2.60		5	40	1½	2	2	2	4%	6
London.....											
Niagara Falls.....											
Oshawa.....	Aug. '60	2.75	2.85	5	40	1½	2	2	2	4%	8
Ottawa.....	Apr. '59	2.40		5	40	1½	2	1½	2	4%	7
Peterborough.....											
Sarnia.....											
St. Catharines.....											
Sudbury.....	Jan. '59	2.45		5	40	1½	2	2	2	4%	6
Toronto.....	Apr. '59	2.80 ⁽¹⁾		5	40	1½	2	2	2	4%	
Windsor.....	Mar. '59	2.53 ⁽²⁾		5	40	2		2	2	4%	7
Manitoba											
Winnipeg.....	Apr. '59	2.50		5	40	1½	2	2	2	4%	8
Brandon.....											
Saskatchewan											
Regina.....	Mar. '59	2.40		5	40	1½	2	2	2	2 weeks	8
Saskatoon.....	Mar. '59	2.40		5	40	1½	2	2	2	2 weeks	8
Moose Jaw.....											
Alberta											
Edmonton.....	Mar. '60	2.50	2.60	5	40	1½	2	2	2 ⁽³⁾	4%	9
Calgary.....	Mar. '60	2.45	2.60	5	40	1½	2	1½	2	4%	9
Lethbridge.....											
British Columbia											
Vancouver.....	Mar. '60	2.70	2.85 ⁽⁴⁾	5	40	2		2	2	4%	9
Victoria.....	Mar. '60	2.65		5	40	1½	2	1½	2	4%	9

(1) Plus 8 cents per hour for welfare plan.

(2) Group life insurance, hospitalization and welfare contribution.

(3) Saturday work 25 miles outside Edmonton, optional and paid at single time.

(4) Plus 10 cents employer's contribution to Union's health and welfare plan.

Wage Rates—A comparison of the wage data in the tables with those published in February 1955 shows that all trades have gained substantial wage boosts in all localities over the past four years. Some idea of the over-all wage increases that have been

obtained in the last four years can be gained by examination of the two sets of wage ranges on page 187 for the eight trades in the 36 localities that are covered by both studies.

TABLE 7.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES
SHEET METAL WORKERS

Locality	Termination Date of Agree- ment	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Per- centage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period				
								A.M.	P.M.		
Newfoundland											
St. John's.....	May '60	1.89	1.94	5	45	1½	2	1½	1½	.....	10
Corner Brook.....											
Nova Scotia											
Sydney.....											
Halifax.....	Apr. '60	1.77	1.84 ⁽¹⁾	5	40	1½	2	1½	2	(1 wk)	9
New Brunswick											
Saint John.....											
Moncton.....											
Quebec											
Chicoutimi.....		1.68		6	48	1½		1	1½	2%	9
Drummondville.....		1.60		5	48	1½		1½	1½	2%	10
Granby.....		1.85		5	40	1½		1½	1½	4%	10
Hull.....		2.30		5	40	1½	2	1½	1½	2%	5
Jonquière.....		1.68		6	48	1½		1	1½	2%	9
Montreal.....		2.10		5	40	1½	2	1½	2	4%	7
Québec.....		1.80		5	44	1½	2	1½	1½	2%	9
St. Jean.....		1.80		5½	44	1½		1	1½	2%	7
Shawinigan.....		1.75		5½	44	1½		1	1½	2%	9
Sherbrooke.....		1.85		5	40	1½		1½	1½	4%	10
Three Rivers.....		1.75		5½	44	1½		1	1½	2%	9
Valleyfield.....		2.10		5	40	1½	2	1½	2	4%	7
Ontario											
Belleville.....											
Brantford.....	July '59	2.09		5½	44	1½	2	1	1½	2%	8
Guelph.....											
Hamilton.....											
Kingston.....											
Kitchener.....	May '59	2.30		5	40	1½	2	2	2	4%	8
Lakehead.....											
London.....	Apr. '60	2.55 ⁽²⁾	2.75	5	40	2		2	2	4%	8
Niagara Falls.....											
Oshawa.....											
Ottawa.....	Apr. '60	2.45	2.60	5	40	1½	2	2	2	4%	8
Peterborough.....											
Sarnia.....											
St. Catharines.....											
Sudbury.....											
Toronto.....	Apr. '60	2.80 ⁽³⁾	3.15	5	40	2		2	2	4%	8
Windsor.....	Apr. '59	2.50		5	40	2		2	2	4%	7
Manitoba											
Winnipeg.....	Apr. '59	2.30		5	40	1½	2	1½	2	4%	9
Brandon.....											
Saskatchewan											
Regina.....	Apr. '59	2.16		5	40	1½		1½	1½	2 weeks	
Saskatoon.....	July '59	2.05		5	40	1½	2	1	2	(2-3 wks)	
Moose Jaw.....											
Alberta											
Edmonton.....	Mar. '59	2.60		5	40	1½	2	1½	2	(1-2 wks)	9
Calgary.....	May '59	2.45		5	40	1½	2	1½	2	(1-2 wks)	9
Lethbridge.....	June '59	2.30		5	40	1½	2	1½	2	4%	9
British Columbia											
Vancouver.....	Mar. '59	2.75		5	40	1½	2	1½	2	4%	9
Victoria.....	Mar. '60	2.65		5	40	1½	2	2	2	4 to 6%	9

⁽¹⁾ \$1.91 on May 1, 1960.
⁽²⁾ \$2.65 on June 1, 1959.
⁽³⁾ \$3.05 on May 1, 1959.

Except for Montreal, Quebec City and certain trades in Halifax, wage rates are lower in construction trades in Quebec and the Atlantic provinces than in the rest of Canada. Rates for Toronto, Vancouver and

Victoria are generally higher than in other centres. Detailed examination of the accompanying tables will reveal the wide variations that exist from city to city and from trade to trade in the same city.

TABLE 8.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

LABOURERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	Rate for Saturday work (Multiple of Regular Wage Rate)			
								A.M.	P.M.		
Newfoundland											
St. John's.....											
Corner Brook.....											
Nova Scotia											
Sydney.....											
Halifax.....	Apr. '61	1.37	1.41 ⁽¹⁾	5	40	1½	2	1½	2	1 week	10
New Brunswick											
Saint John.....											
Moncton.....											
Quebec											
Chicoutimi.....		1.48		6	48	1½		1	1½	2%	9
Drummondville...		1.20		5	48	1½		1½	1½	2%	10
Granby.....		1.35		5½	44	1½		1	1½	2%	9
Hull.....		1.10		5½	50	1½	2	1	1½	2%	5
Jonquière.....		1.48		6	48	1½		1	1½	2%	9
Montreal.....		1.50		5	45	1½		1½	2	4%	7
Québec.....		1.40		5	44	1½	2	1½	1½	2%	9
St. Jean.....		1.30		5½	50	1½		1	1½	2%	7
Shawinigan.....		1.35		6	48	1½		1	1	2%	10
Sherbrooke.....		1.35		5½	44	1½		1	1½	2%	9
Three Rivers.....		1.35		6	48	1½		1	1	2%	10
Valleyfield.....		1.50		5	45	1½		1½	2	4%	7
Ontario											
Belleville.....											
Brantford.....	May '59	1.35		5½	45	1½		1	1½	4%	8
Guelph.....											
Hamilton.....	Apr. '59	1.65		5	45	1½		1½	1½	4%	8
Kingston.....	Apr. '59	1.40		5	40	1½		1	1½	4%	6
Kitchener.....											
Lakehead.....											
London.....	Apr. '60	1.75 ⁽²⁾	1.85	5	42½	1½		2	2	4%	8
Niagara Falls.....											
Oshawa.....	Apr. '60	1.65	1.70	5	45	1½		1½	1½	4%	8
Ottawa.....	Apr. '59	1.30		6	48	1½		1	1	4%	7
Peterborough.....											
Sarnia.....											
St. Catharines.....											
Sudbury.....	Oct. '60	1.50		5	44	1½		1	1½	4%	7
Toronto.....	Apr. '60	1.70	1.85	5	45	1½		1½	1½	4%	8
Windsor.....	Mar. '59	1.86 ⁽³⁾		5	45	1½		1½	2	4%	8
Manitoba											
Winnipeg.....	Apr. '59	1.45		5½	48	1½		1	1½	4%	7
Brandon.....											
Saskatchewan											
Regina.....	Mar. '59	1.45		5½	44					(2-3 wks)	8
Saskatoon.....	Mar. '60	1.55	1.59	5	40	1½		1½	1½	2 weeks	8
Moose Jaw.....											
Alberta											
Edmonton.....	Mar. '59	1.60		5	40	1½	2	1½	1½	(1-2 wks)	9
Calgary.....	Mar. '59	1.65		5½	44	1½		1	1½	(1-2 wks)	9
Lethbridge.....	Dec. '59	1.55 ⁽⁴⁾		5½	44	1½		1	1½	(1-2 wks)	9
British Columbia											
Vancouver.....	Mar. '59	1.95 ⁽⁵⁾		5	40	2		1½	2	4%	9
Victoria.....	Mar. '59	1.95		5	40	1½	2	1½	2	(2 wks)	9

(1) \$1.45, May 1, 1960.

(2) \$1.65 to May 1, 1959.

(3) Includes 10 cents per hour contribution to Health Plan.

(4) \$1.45 to March 31, 1959.

(5) Plus seven cents per hour contribution to Health and Welfare Plan.

Range of Wages in the Construction Industry for 8 Trades in 36 Localities

1954-55		1958-59
1.30-2.25	Carpenters	1.55-2.68
1.50-2.41	Bricklayers	1.90-2.95
1.35-2.43	Electricians	1.55-3.10
1.35-2.35	Plumbers	1.55-2.95
1.25-2.12	Painters	1.45-2.60
1.50-2.40	Plasterers	1.75-2.80
1.30-2.35	Sheet Metal	1.55-2.80
.90-1.62	Labourers	1.10-1.95

In recent years, however, because of the nature of the construction projects in which they are participating, some unions are signing agreements that set down uniform wages and working conditions over a wide geographical area. Recently, for example, a nation-wide agreement setting minimum rates for 12,000 plumbers was signed by the Plumbers and Steamfitters and a group of 25 contractors engaged in oil refinery construction and other large projects across the country. This particular agreement set minimum rates at \$2.25 an hour for the four eastern provinces and at \$2.35 for the other provinces.

Standard Work Week*—Most of the agreements studied called for a five-day, 40-hour week with special clauses making further provision for work performed on week-ends or after scheduled hours. Time and a half or double time are the rates commonly specified for work on Saturday; Sunday work is generally compensated for at double time.

For overtime work performed after regular daily hours, many agreements specify time and a half for a certain period, followed by a higher rate, generally double time, for work performed thereafter.

Except in Newfoundland and Quebec, the five-day 40-hour week is standard throughout Canada for all eight trades studied. Although Montreal is generally on a 40-hour week, the work-week in the rest of the province of Quebec is either 44 or 48 hours and sometimes 50 hours for labourers in a few cities. Moreover, some trades in this province are on a 5½-day week during spring and summer and a six-day week the rest of the year.

Overtime Pay—Dual rates of pay for overtime work are now widespread in the construction industry. A first overtime rate, usually time and a half, is paid for a stated number of hours or up to a given hour in the evening, thereafter double time usually applies. There are some instances,

however, particularly in Ontario and British Columbia, where double time is paid for all overtime work.

Work done on Saturday in centres where the five-day week prevails is usually remunerated at time and a half in the morning and double time in the afternoon. However, the instances where double time is paid all day Saturday have increased greatly since 1954. Double time for Sunday work applies in almost all the trades under study.

Paid Vacations—Most construction agreements provide that an employee shall be entitled to a percentage of his earnings as vacation pay, either 2 per cent of earnings (equivalent to an annual vacation of one week) or 4 per cent (equivalent to two weeks). In the last four years, the 4-per-cent vacation allowance has become practically universal in Ontario and the western provinces, but little change was noted in the 2-per-cent vacation provisions of the Quebec construction decree.

In the western provinces, a 4-per-cent vacation with pay allowance is mandatory under several of the provincial Vacation With Pay Acts. This fact often minimizes the importance of this item in collective bargaining.

In the eastern provinces, however, legislative provisions usually provide for only a minimum 2-per-cent annual vacation allowance. Very often, particularly in Ontario, this rate is raised to 4 per cent through individual collective bargaining.

(The bracketed figures in the "Paid Vacation" column of the accompanying tables indicate that no provision for vacations was included in the agreement, or that reference was made to the provincial legislation, and that the figures used are the actual legislative provision for the province.)

Because construction workers are frequently subject to seasonal layoff, to ensure equitable vacation benefits, a stamp system of vacation pay credits is in effect in Alberta, Manitoba, Ontario and Quebec. The employer affixes stamps in his employees' stamp books for each week worked; these stamps can be cashed at the time of vacation.

Statutory Holidays—The number of statutory holidays listed in agreements is generally seven or eight.

In a few instances the agreements provide that some of these days be paid for even though not worked. In almost every case, however, there is the stipulation that they be paid at the rate of double time if worked. In Quebec, nine or ten days is the usual figure listed under the "Statutory

*By standard work week is meant the number of hours per week after which the employees of an establishment are considered to be working overtime.

Holiday" column but this figure includes certain religious holidays often paid for at single rate when worked.

Shift Work—Most of the agreements studied—nearly all those in Ontario and the West—contain special provisions for shift work.

Generally, the second shift, i.e., the first seven hours after the regular day, is paid for at the rate of eight hours pay for seven hours work. The third shift is either paid for at the rate of time and a half, or some shift differential ranging between 10 and 20 cents is added to the basic wage.

Most agreements state that a worker may work only one shift in any 24-hour period when shifts are being worked.

Health and Welfare—The survey shows an increasing appearance of health and welfare plans in these construction trade agree-

ments. Ontario and British Columbia showed the largest number of such plans, while Quebec and the Maritimes were almost completely without such provisions.

The plans vary widely in their provisions and no distinct pattern of their coverage could be established from the present survey. Usually, however, the employee's contribution to the expense of the plan is somewhere between 7 and 10 cents per hour worked by the employee (See footnotes at base of tables).

Allowances for Out-of-town Work—Some provision is usually made to cover any expenses for transportation, travelling time and/or room and board, should the employees be assigned to work outside prescribed limits established in the agreement. Most agreements studied, particularly those covering plumbers, sheet metal workers, electricians and painters, contain detailed out-of-town work provisions.

Wages of U.S. Building Trades Increased 15 Cents Last Year

An average increase of 15 cents an hour in union wage scales in the building trades in the United States between July 1957 and July 1958 is reported by the Bureau of Labor Statistics. This increase, which works out to 4.3 per cent, raised the combined rate for journeymen, labourers, and helpers in the industry to \$3.34 an hour.

Machinists and asbestos workers received the largest increases: 22 and 21 cents. Boilermakers, electricians, and sheet-metal

workers came next with 19 cents an hour; 17 other trades gained from 13 to 18 cents. Tile layers and composition roofers' helpers gained the least—10 cents an hour.

Rates for all journeymen averaged \$3.54 an hour, ranging from \$3.22 for glaziers to \$3.87 for bricklayers. Helpers' and labourers' rates averaged \$2.55 an hour, ranging from \$2.19 for composition roofers' helpers to \$2.89 for terazzo workers' helpers.

Proportion of U.S. Population in Labour Force Unchanged in 70 Years

The proportion of the population of the United States holding jobs today is the same as it was in 1890, it is concluded in a new study made by Dr. Clarence D. Long.

The study has been released by the National Bureau of Economic Research and was published by the Princeton University Press. Its title is *The Labor Force Under Changing Income and Employment*.

Neither a sharp rise in personal income over the last half century nor the influx of women into the labour force has changed the ratio, the study points out.

In 1950, slightly more than half of all U.S. persons were in the labour force. In 1890 the proportion of workers to non-workers was the same.

The personal income of individual workers has almost tripled in buying power in the U.S. since 1890, the study asserts. Yet this rate has not been balanced by net departures from the labour force. Similarly, the economic changes of the decade since World War II have not reduced the number of workers.

British Social Services Costs Rise 62 Per Cent in 10 Years

Taking current and capital expenditure together, costs to Britons to maintain a comprehensive system of social services have risen during the past 10 years by 62 per cent, only slightly less than the rise in the gross national product, 65 per cent.

Allowing for the rise in prices, the increase was in the neighbourhood of 25 per cent.

In the 1957-58 financial year expenditures were approximately £2,725 million.

PRICES AND THE COST OF LIVING

Consumer Price Index, January 1959

The consumer price index (1949=100) edged downwards 0.1 per cent, from 126.2 to 126.1, between December 1958 and January 1959. It was the second successive drop from the peak of 126.3 reached in November 1958*.

The decline was largely due to January sale prices for clothing, combined with lower prices for 1958 model appliances. The food and shelter indexes recorded fractional increases; the other commodities and services component was unchanged.

The clothing index decreased 1.2 per cent from 110.5 to 109.2, as traditional January sale prices were reported for a wide range of items, particularly women's fur and winter coats, men's suits and overcoats, and girls' winter coats and snowsuits.

The household operation index declined from 122.0 to 121.8 as price decreases averaging about 4 per cent occurred for 1958 models of major appliances. Gas rates were lower in a few centres and reduced cotton sheets also reflected January sales. Prices increased for household cleaning supplies, coal and fuel oil. Telephone rates were up in British Columbia.

The food index remained almost unchanged at 122.3, up 0.1 per cent from 122.2. Substantially lower prices were reported for oranges and lettuce, with eggs, grapefruit, bananas, coffee, and lard also down. Beef continued its sharp climb, January prices averaging about 5 cents a pound above December levels. Most fresh vegetables were higher, particularly cabbage.

The shelter index rose from 139.9 to 140.2. Rents were unchanged but the home-ownership component moved up.

The other commodities and services index was unchanged at 133.4 as lower prices on 1959 model passenger cars balanced some local price increases for newspapers, taxi fares, and a scatter of other items.

The index one year earlier (January 1958) was 123.4. Group indexes at that time were: food 119.4, shelter 136.6, clothing 108.8, household operation 120.8, and other commodities and services 129.1.

City Consumer Price Indexes, December 1958

Consumer price indexes (1949=100) were lower in four regional cities between the beginning of November and December 1958, the Montreal, Toronto, Saskatoon-Regina and Edmonton-Calgary indexes all recording declines of 0.2 per cent. The Winnipeg and Vancouver indexes both rose 0.2 per cent; those for St. John's, Halifax, Saint John and Ottawa remained unchanged*.

Food indexes were lower in eight of the ten regional cities, unchanged in St. John's, and a fractional 0.1 per cent higher in Winnipeg. The shelter index rose in six regional cities and remained at November levels in the other four cities. Clothing indexes were higher in eight of the ten regional cities, unchanged in two. Household operation indexes were up in all regional cities except St. John's. Other commodities and services increased in five cities, were down fractionally in one city and were unchanged in the remaining four regional cities.

Regional consumer price index point changes between November and December were as follows: Montreal -0.3 to 126.9; Toronto -0.3 to 129.1; Saskatoon-Regina -0.3 to 122.7; Edmonton-Calgary -0.2 to 122.5; Vancouver +0.3 to 127.8; Winnipeg +0.2 to 124.0. St. John's, Halifax, Saint John and Ottawa remained unchanged at 112.6†, 124.3, 126.7 and 126.5 respectively.

U.S. Consumer Price Index, December 1958

The United States consumer price index (1947-49=100) declined 0.2 per cent from 123.9 at mid-November to 123.7 at mid-December. Except for increases to 123.9 at both mid-July and mid-November, the index has remained at 123.7 since last June. A year earlier, mid-December 1957, the index registered 121.6.

U.K. Index of Retail Prices, November 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose to a new peak of 109.8 between mid-October and mid-November 1958. At mid-October it was 109.4 and at mid-November 1957 it was 107.7.

*See Table F-2 at back of book.

†On base June 1951=100.

*See Table F-1 at back of book.

STRIKES AND LOCKOUTS

December 1958

Of the 31 work stoppages in progress in Canada during December* only five began in the month.

Among those carried over from previous months was a strike of 12,500 Inco employees, which caused the bulk of the time loss during December. However, this stoppage, one of the largest disputes of the year, ended on December 26 after lasting for two months and causing a total time loss of close to 700,000 man-days. None of the other disputes in progress during the month resulted in a time loss exceeding 10,000 man-days.

Beginning late in December, a strike of CBC producers in Montreal at first involved 74 producers, members of the CCCL *Association des Réalitateurs*, and later made idle a total of 1,700 CBC employees when members of other unions respected the picket line set up by the Association. The major issue in this dispute was the recognition of the producers' association as a bargaining agent.

Of the 31 work stoppages recorded during December, 13 involved more than a hundred workers. Ten of these thirteen larger work stoppages had begun prior to December, and three arose out of disputes during the month.

A time loss of close to 200,000 man-days—more than three quarters of the December total—was reported from Ontario, where the large Inco dispute was in progress late into the month. Work stoppages were reported from several other provinces but only in British Columbia did the number of man-days lost exceed the 20,000 mark. Most of the workers involved in work stoppages in this province were

employees of sawmill and logging camps in the Kootenay area.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in December amounted to 0.24 per cent of the estimated working time, compared with 0.28 per cent in November, and 0.15 per cent in December 1957.

TABLE 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, DECEMBER 1958

Industry	No. of		Time Loss
	Strikes and Lockouts	No. of Workers	
Logging	1	1,360	1,360
Mining	1	12,500	187,500
Manufacturing	17	1,848	40,405
Construction	4	427	9,260
Transportation, Storage and Communication ...	5	1,945	4,090
Trade	2	35	325
Service	1	14	165

TABLE 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, DECEMBER 1958

Province	No. of		Time Loss
	Strikes and Lockouts	No. of Workers	
Newfoundland	1	1,360	1,360
Nova Scotia	2	169	3,585
Quebec	5	2,147	11,575
Ontario	13	12,929	196,785
Alberta	2	399	8,775
British Columbia ..	8	1,125	21,025

Work Stoppages in 1958

There were 260 work stoppages arising from industrial disputes in 1958 compared with 245 in 1957; time loss was somewhat higher and more workers were involved in 1958 than in 1957, according to a preliminary summary of strikes and lockouts released last month.

The 260 work stoppages in 1958 involved 107,497 workers and a time loss of 2,879,120 man-working days. This compares with 245 stoppages involving 86,198 workers and a time loss of 1,607,180 days in 1957. The peak postwar year for time loss was 1946, when there were 228 stoppages involving 139,474 workers and a total time loss of 4,516,393 man-working days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in 1958 amounted to 0.24 per cent of the estimated working time compared with 0.14 per cent in 1957.

*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during December 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOR GAZETTE.

List No. 125.

Accidents

1. CALIFORNIA. DIVISION OF INDUSTRIAL SAFETY. *Construction Safety Orders, Trench Construction Safety Orders, and Lamp Scaffold and Parallel Safety Orders*. Reprinted from California Administrative Code, Title 8, Industrial Relations. San Francisco, 1952. 1 Volume.

2. GREAT BRITAIN. MINISTRY OF POWER. *Winding Accident at Brookhouse Colliery, Yorkshire; Report on the Causes of, and Circumstances attending, the Overwind which occurred at Brookhouse Colliery, Beighton, Yorkshire, on 4th March, 1958*, by A. E. Crook, H.M. Principal Inspector of Mechanical Engineering. London, H.M.S.O., 1958. Pp. 24.

An investigation of an accident resulting in injuries to 36 miners.

3. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Work-Injury Rates in Hospitals*. Washington, G.P.O., 1958. Pp. 56.

Based on a survey of 4,680 establishments employing about 838,000 hospital workers.

Apprenticeship

4. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *A Comparison of Building Industry Apprenticeships in the U.S.A. and Western Australia*, by Norman F. Dufty. Urbana, 1958. Pp. 11.

The author is head of the Department of Management Studies at Perth Technical College in Western Australia.

5. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Planned Training, Your Future Security*. Washington, G.P.O., 1958. Pp. 8.

Disabled—Rehabilitation

6. DUNLOP, EDWARD. *Rehabilitation for the Disabled in Canada; a Plan for National Action*. Toronto, 1958. Pp. 26.

The author advocates the adoption of a Disabled Persons Rehabilitation Act by the Federal Government in Canada so that a comprehensive nation-wide rehabilitation program can be set up.

7. U.S. WOMEN'S BUREAU. *Help for Handicapped Women*. Prepared in co-operation with U.S. Office of Vocational Rehabilitation. Washington, G.P.O., 1958. Pp. 52.

Deals with services and activities of the vocational rehabilitation program provided by State agencies.

Economic Conditions

8. MOORE, GEOFFREY HOYT. *Measuring Recessions*. New York, National Bureau of Economic Research, 1958. Pp. 259-316.

"The purpose of this report is to provide a set of measurements of past business cycle recessions with which any current recession can be compared."

9. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in Africa, 1956-1957. Supplement to World Economic Survey, 1957*. New York, 1958. Pp. 84.

10. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in the Middle East, 1956-1957. Supplement to World Economic Survey, 1957*. New York, 1958. Pp. 163.

11. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *The Economic Development of Colombia*. Geneva, United Nations, Dept. of Economic and Social Affairs, 1957, i.e. 1958. Pp. 454. ffl

12. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Federal Expenditure Policy for Economic Growth and Stability. Hearings before the Subcommittee on Fiscal Policy of the Joint Economic Committee, Congress of the United States, 85th Congress, First Session, pursuant to Sec. 5 (a) of Public law 304, 79th Congress*. November 18-27, 1957. Washington, G.P.O., 1958. Pp. 663.

The hearings were held to consider a number of current Federal spending programs in the U.S. and to determine the proper role of government in a private enterprise economy.

Education

13. CANADA. BUREAU OF STATISTICS. *Salaries and Qualifications of Teachers in Universities and Colleges, 1957-1958*. Ottawa, Queen's Printer, 1958. Pp. 74.

14. CANADIAN ASSOCIATION FOR ADULT EDUCATION. *Annual Report, 1957-1958*. Toronto, 1958. Pp. 63.

15. CANADIAN CONFERENCE ON EDUCATION, OTTAWA, 1958. *Addresses and Proceedings of the Canadian Conference on Education held at Ottawa, February 16-20, 1958*. Edited by George G. Croskery and Gerald Nason. Ottawa, Mutual Press, 1958. Pp. 591.

The Conference consisted of three plenary sessions and workshops on the following topics: buildings and equipment, education for leisure, financing education, higher education, organization and curricula, the role of the home in education, special needs in education, and teachers: quantity and quality.

16. COOK, ALICE HANSON. *Labor Education outside the Unions; a Review of Postwar Programs in Western Europe and the United States*, by Alice H. Cook and Agnes M. Douty. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1958. Pp. 148.

Examines labor education carried on by groups other than the unions themselves; for example, the Workers' Educational Association in Great Britain. Discusses organizations in Great Britain, Sweden, Germany, France, Austria, Belgium, Denmark, Italy, Norway, Switzerland, and the United States. Also mentions the work of some governmental and non-governmental international agencies.

17. NATIONAL UNIVERSITY-LABOUR CONFERENCE ON EDUCATION AND CO-OPERATION. 1ST, OTTAWA, 1956. *Labour-University Cooperation on Education; a Report on the National Conference on Labour Education sponsored by the Canadian Labour Congress and the Canadian Association for Adult Education held at Ottawa December 15 to 17, 1956*. Ottawa, Canadian Labour Congress, Education Department, 1957. Pp. 58.

18. UNITED NATIONS. SUB-COMMISSION ON PREVENTION OF DISCRIMINATION AND PROTECTION OF MINORITIES. *Study of Discrimination in Education*, by Charles D. Ammoun, Special Rapporteur. New York, United Nations, 1957, i.e. 1958. Pp. 182.

Efficiency, Industrial

19. BRITISH PRODUCTIVITY COUNCIL. *Cutting Costs for Productivity: Work Study; Production Control; Costing; Quality Control; Variety Reduction; Shift Work; the Team Approach*. London, 1958. Pp. 76.

20. BRITISH PRODUCTIVITY COUNCIL. *Work Study in the West; an Enquiry into the Work of the Department of Work Study and Staff Training of the Engineering and Allied Employers' West of England Association*. London, 1958. Pp. 30.

21. EUROPEAN PRODUCTIVITY AGENCY. *Simplification, Standardization, Specialization. Volume I. Case Studies on Variety Reduction*. Project No. 184. Paris, O.E.E.C., 1958. Pp. 117.

A description of nine cases in which increased productivity was brought about by simplification, standardization or specialization. The firms cited are engaged in manufacturing light electrical equipment for automobiles, sugar confectionery, light electrical equipment for domestic and industrial uses, mechanical, pneumatic and electrical equipment, railway equipment, glass bottles, beds and mattresses, packaging of shoes, and bicycles.

22. TRADE UNION IN SEMINAR ON AUTOMATION, LONDON, 1956. *Trade Union Seminar on Automation, London, 14th-17th May, 1956*; Final Report. E.P.A. Project No. 175/2. Paris, Trade Union Research and Information Service, European Productivity Agency, O.E.E.C., 1957. Pp. 120.

Partial Contents: Automation in the Renault Works (France—Motor Industry). Automation in the British Glass Industry. The Development of Automation in the Administrative Techniques of the S.N.C.F. (Societe Nationale des Chemins de Fer Francais). Economic and Social Problems. Trade Unions and Automation. Practical Approaches to the Problems raised by Automation.

23. U.S. SMALL BUSINESS ADMINISTRATION. *Improving Materials Handling in Small Plants*. 2d ed. Prepared by technical specialists in private industry. Washington, 1954. Pp. 42.

Materials handling, the term applied to the picking up and moving of things, accomplishes the necessary movement with a minimum of time, labor, waste, and cost.

Foremanship

24. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Supervisory Selection Procedure*. Washington, 1958. Pp. 14.

Data submitted by 140 executives showed that some 90 per cent of them obtain three-fifths or more of supervision from the ranks, and about one-sixth promote entirely from within the company.

25. NATIONAL INSTITUTE OF INDUSTRIAL PSYCHOLOGY, LONDON. *The Place of the Foreman in Management, Seven Case Studies*. London, Staples Press, 1957. Pp. 143.

The seven studies reported in the book were made between 1954 and 1955 in an electrical engineering works, a woollen firm, a firm manufacturing light vehicles, a dyeing and cleaning plant, a steel plant and two clothing firms. The studies describe the responsibilities of the supervisors, their relations with other branches of management, and how they feel they fit into their organizations.

Industrial Disputes

26. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Industrial Disputes in Australia*. Canberra, Government Printer, 1958. Pp. 26.

Analysis of industrial disputes between 1913 and 1957.

27. CALIFORNIA. STATE MEDIATION SERVICE. *The Adjustment of Labor-Management Disputes in California, 1957. Tenth Annual Report*. San Francisco, 1958. Pp. 37.

28. U.S. BUREAU OF LABOR STATISTICS. *Analysis of Work Stoppages, 1957*. Washington, G.P.O., 1958. Pp. 35.

There were fewer work stoppages (3,673) in the U.S. in 1957 than any year since World War II.

Industrial Relations

29. AMERICAN MANAGEMENT ASSOCIATION. *Problems and Practices in Industrial Relations*. New York, c1958. Pp. 155.

Partial Contents: Is Human Relations Obsolete? Personnel Planning pays Dividends (A Presentation by Mead Johnson & Company). Organizing and auditing Your Employee Compensation Activities. Salary Administration at Carborundum: a Case Study. A Job Evaluation Plan for Clerical, Technical, and Supervisory Positions. Employee Relations as an Aid to Public Relations. When Your Company moves. What's Wrong with College Recruiting?

30. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Collective Bargaining and Management Functions: an Empirical Study*, by Milton Derber, W. Ellison Chalmers, and Ross Stagner. Urbana, 1958. Pp. 107-120.

A summary and analysis of certain findings of a survey of 51 establishments in Illinois communities concerning the extent to which collective bargaining has actually affected the management function.

31. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Environmental Variables and Union-Management Accommodation*, by Milton Derber, W. Ellison Chalmers, and Ross Stagner. Urbana, 1958. Pp. 413-428.

A comparison of five types of union-management relationship with 15 selected environmental factors, with an attempt to assess the relationship between them.

32. INTERNATIONAL LABOUR OFFICE. *Collaboration between Public Authorities and Employers' and Workers' Organizations at the Industrial and National Levels*. Pt. 1. Eighth item on the agenda. Geneva, 1958. Pp. 72.

At head of title: Report 8 (1) International Labour Conference. 43rd session, 1959.

Labour Bureaus

33. NORTHERN RHODESIA. DEPARTMENT OF LABOUR. *Annual Report for the Year 1957*. Lusaka, Government Printer, 1958. Pp. 70.

34. SOUTH AFRICA. DEPARTMENT OF LABOUR. *Report for the Year ended December 31, 1957*. Pretoria, Government Printer, 1958. Pp. 17.

Labour Laws and Legislation

35. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada, a Comparison of Provincial Laws*. June, 1958. Ottawa, Queen's Printer, 1958. Pp. 43.

36. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Fair Labor Standards Act. Hearings before the Subcommittee of the Committee on Education and Labour, House of Representatives, 85th*

Congress, First Session on Bills relating to extension of coverage of the Fair labor standards acts . . . Washington, G.P.O., 1957. 2 Parts.

Hearings held March 5-Nov. 22, 1957 in various cities.

The hearings concern further extension of the minimum wage in the U.S.

37. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *A Guide to Child-Labor Provisions of the Fair Labor Standards Act (The Federal Wage and Hour Law)*. Rev. ed. Washington, G.P.O., 1958. Pp. 23.

Labour Organization

38. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Union Shop and the Public Welfare. Proceedings of the Second Annual Industrial Relations Conference of the Industrial Union Department, AFL-CIO*, New York, N.Y., June 17-18, 1958. Washington, 1958. Pp. 99.

39. CALIFORNIA. DIVISION OF LABOR STATISTICS AND RESEARCH. *Union Labor in California; a Report on Union Membership in California, Provisions in Union Agreements: Union Security, Preferential Hiring, Hiring Hall, Checkoff*. San Francisco, California State Printing Office, 1958. Pp. 38.

40. DONAHUE, GEORGE R. *The World Federation of Trade Unions: Facts about a Communist Front*. With an introduction by James B. Carey. Washington, International Union of Electrical, Radio & Machine Workers, 1958. Pp. 81.

A brief history of the World Federation of Trade Unions, describing how it was taken over by the Communists.

41. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Union Business Agent's Perspective of His Job*, by Hjalmar Rosen and R. A. Hudson Rosen. Urbana, 1958. Pp. 49-58.

After a survey of the work of 21 business agents the authors report that the individual business agent sees his job as that of a contract negotiator who tries to keep on good terms with his members and have their support in order to get results at the bargaining table.

42. INTERNATIONAL FEDERATION OF INDUSTRIAL ORGANIZATIONS AND GENERAL WORKERS' UNIONS. *Proceedings of the Tenth Congress held at Stuttgart on July 42, 25 and 26, 1957*. Amsterdam, 1958. Pp. 68.

43. JAPAN. FEDERATION OF EMPLOYERS' ASSOCIATIONS. *Labor Movement in Japan*. Tokyo? 1958. Pp. 21.

Contents: The Development of Labor Management in Japan. The Present Status of the Japan Communist Party and its Influence on the Labor Movement. Characteristic Features of the Japanese Labor Movement. Current Principal Labor Problems. Government Labour Policy. Social Security System in Japan.

44. NEW BRUNSWICK FEDERATION OF LABOR, C.L.C. *Official Proceedings of the First Merged Convention, Fredericton, N.B., August 26, 27, 28, 1957.* St. John, 1957. Pp. 93.

45. PICARD, GERARD. *Trade Union Freedom and Labour Unity in Canada; Report of the National President of the C.C.C.L., September 1958.* Quebec, 1958. Pp. 40.

46. RICHBERG, DONALD RANDALL. *Labor Union Monopoly, a Clear and Present Danger.* Chicago, H. Regnery Co., 1957. Pp. 175.

The author played an important part in drafting and obtaining the passage of the Railway Labor Act of 1926. He claims that "the greatest concentrations of political and economic power are found in the...labor organizations and in their...managers."

47. UNITED FISHERMEN AND ALLIED WORKERS UNION. *Fourteenth Annual Convention, Resolutions and Summary of Proceedings, March 14-22, 1958, Vancouver, B.C.* Vancouver, 1958. Pp. 109.

Labour Supply

48. CANADA. BUREAU OF STATISTICS. *The Labour Force, November 1945-July 1958.* Ottawa, Queen's Printer, 1958. Pp. 190.

49. JAPAN. PRIME MINISTER'S OFFICE. BUREAU OF STATISTICS. *Employment Status Survey as of July 1, 1956.* Tokyo, 1958. Pp. 68.

A survey of employment and unemployment in Japan among the population, fourteen years of age and over.

Labouring Classes

50. FOX, RICHARD MICHAEL. *Jim Larkin; the Rise of the Underman.* London, Lawrence and Wishart, 1957. Pp. 183.

The biography of a prominent Irish labour leader who died in 1947.

51. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories for the Year 1957.* London, H.M.S.O., 1958. Pp. 91.

52. INTERNATIONAL LABOUR OFFICE. *Conditions of Work of Fishermen.* Part 1. Fifth item on the agenda. Geneva, 1958. Pp. 36.

At head of title Report 5. (1) International Labour Conference 43rd session, 1959.

"The purpose of the present report is to transmit to governments for amendment or comment the following texts based on the proposals adopted by the Conference at its 42nd Session: (A) A proposed Convention concerning the minimum age for admission of fishermen to employment; (B) A proposed Convention concerning the medical examination of fishermen; and (C) A proposed Convention concerning fishermen's articles of agreement."

53. INTERNATIONAL LABOUR OFFICE. *Organisation of Occupational Health Services in Places of Employment.* Part 1. Fourth item on the agenda. Geneva, 1958. Pp. 18.

At head of title: Report 4 (1). International Labour Conference. 43rd session, 1959.

This report transmits the draft text of a Recommendation to member governments for amendments or comments, along with background material.

54. INTERNATIONAL LABOUR OFFICE. *Protection of Workers against Radiations.* Part 1. Sixth item on the agenda. Geneva, 1958. Pp. 56.

At head of title: Report 6 (1). International Labour Conference. 43rd session, 1959.

55. PHILIP, DAVID. *Le mouvement ouvrier en Norvège.* Paris, Editions ouvrières, 1958. Pp. 363.

A survey of the Norwegian labour movement from the 19th century to date, including the history of the Norwegian Labour Party.

56. SCOTLAND. COMMITTEE ON DILIGENCE. *Report.* Edinburgh, H.M.S.O., 1958. Pp. 110.

Diligence is defined as "the legal procedure by which a creditor attaches the property or person of his debtor, with the object of forcing him either (1) to appear in court to answer an action at the creditor's instance, or (2) to find security for implement of the judgment which may be pronounced against him in such an action, or (3) to implement a judgment already pronounced."

The Committee was set up "to inquire into the operation of the present law and practice of diligence in Scotland and to make recommendations for its improvement..."

Occupations

57. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Merchant Navy Officers.* 2d ed. London, H.M.S.O., 1958. Pp. 48.

Describes life at sea, the work of an officer, entry and training, conditions of employment, pay and prospects.

58. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Speech Therapist.* 2d. ed. London, H.M.S.O., 1958. Pp. 12.

Briefly describes the work of the speech therapist, the personal qualities needed, educational qualifications and professional training, and openings and salaries.

59. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Housing Management.* Rev. ed. London, H.M.S.O., 1958. Pp. 20.

"A housing manager is responsible for the administration of housing estates, both from the business and from the social service point of view." Describes the work of a housing manager, the qualifications and training required, professional opportunities.

60. INTERNATIONAL LABOUR OFFICE. *Report to Participating Governments on the Asian Regional Seminar on Vocational Guidance, Including Employment Counselling, New Delhi, India, November-December, 1957.* Geneva, 1958. Pp. 155.

At head of title: ILO/TAP/AFE/R.3. International Labour Office. Expanded programme of technical assistance.

Prices

61. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Defense against Inflation; Policies for Price Stability in a Growing Economy.* A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development. New York, 1958. Pp. 96.

The pamphlet states that a major source of inflation is the illusion that 'we can get more out of the economy than we produce.'

62. U.S. BUREAU OF LABOR STATISTICS. *Wholesale Prices and Price Indexes, 1957.* Washington, G.P.O., 1958. Pp. 202.

Statistics

63. GERMANY (FEDERAL REPUBLIC, 1949-) STATISTICAL OFFICE. *Seasonal and Other Recurrent Influences on Short-Term Economic Indicators.* Stuttgart, W. Kohlhammer, 1958. Pp. 14.

64. GERMANY (FEDERAL REPUBLIC, 1949-) STATISTICAL OFFICE. *The Statistical Unit in Economic Statistics.* Stuttgart, W. Kohlhammer, 1958. Pp. 34.

Wages and Hours

65. KINGSTON, ONT. QUEEN'S UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *Productivity and Wages*, by James C. Cameron and F. J. L. Young, Kingston, 1958. Pp. 33.

The authors suggest the establishment of an Index of Productivity by the government. They believe that such an Index of Productivity and the Consumer Price Index could act as outlets in determining increases in wages.

66. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Building Trades, July 1, 1957 and Trend 1907-57.* Washington, G.P.O., 1958. Pp. 49.

The information in this report was based on a survey of about 665,000 journeymen and 165,000 helpers and laborers in 52 cities with populations of 100,000 or more.

67. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Local Transit Operating Employees, July 1, 1957 and Trend 1929-57.* Washington, G.P.O., 1958. Pp. 11.

Based on union wage scales in effect on July 1, 1957, covering about 70,000 local-transit operating employees in 52 cities with a population of 100,000 or over.

68. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure: Electric and Gas Utilities.* Washington, G.P.O., 1958. Pp. 92.

"...Summarizes wage and supplementary practice information for privately operated electric and gas utility systems in September 1957."

69. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure, Fertilizer Manufacturing, South, April 1957.* Washington, G.P.O., 1958. Pp. 44.

Based on a study of 183 plants with a total of 12,398 workers. Includes occupational descriptions.

70. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure, Southern Sawmills, April 1957.* Washington, G.P.O., 1958. Pp. 44.

The southern sawmill is one of the lowest paying industries in the U.S.

Women

71. OPEN DOOR INTERNATIONAL FOR THE ECONOMIC EMANCIPATION OF THE WOMAN WORKER. *Report of the Tenth Conference held in Paris, August 19 to 23, 1957.* Charlottenlund, Denmark, 1957. Pp. 107.

72. U.S. WOMEN'S BUREAU. *College Women go to work: Report on Women Graduates, Class of 1956*, prepared in cooperation with National Vocational Guidance Association, Women's Section. Washington, G.P.O., 1958. Pp. 41.

In June 1956 there were 87,234 women graduates of whom 5,411 participated in this survey. These are some of the conclusions:

1. Most of the graduates were in jobs for which they received training;
2. The average starting salary was \$3,446;
3. About three-quarters of the graduates were employed six months after graduation;
4. About 69% of the married graduates were working;
5. About three-quarters of the graduates were employed in five occupations as teachers, secretaries and stenographers, nurses, biological technicians, and social and welfare workers.

73. U.S. WOMEN'S BUREAU. *Employment Opportunities for Women in Legal Work.* Washington, G.P.O., 1958. Pp. 34.

Outlines the growing opportunities for women in legal work either in self-employment, Government employment, in private industry, and in services to the legal profession (as law teachers, editors and writers for law publications, law librarians, or executive secretaries of bar associations for example).

74. WOMEN'S ENGINEERING SOCIETY. *Report on Conference, "Careers for Girls in Engineering" held at the City of Coventry Training College on 13/14th July, 1957.* London, 1957. Pp. 73.

Speakers discussed openings for girls in textile engineering, electrical engineering, in the aircraft industry, in government service, in civil engineering, and in industrial research and development, etc.

Miscellaneous

75. EUROPEAN PRODUCTIVITY AGENCY. *Some Aspects of Consultant Engineering in the United States.* Project No. 357. Paris, O.E.E.C., 1958. Pp. 116.

Representatives from seven European countries visited the U.S. in 1956 to study the working methods and conditions of American

consulting engineers. The members of Mission 357 devoted most of their attention to civil engineering (roads and buildings), thermal and hydro power plant design and construction and management consultants.

76. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Executive Personality and Psychological Testing*, by Stanley Stark. Urbana, 1958. Pp. 15.

The author argues that personality testing of business executives has some merit despite what William H. Whyte, Jr., in his book "The Organization Man," says to the contrary.

77. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Sources of Popular Support for the Italian Christian Democratic Party in the Post-war Decade*, by Murray Edelman. Urbana, 1958. Pp. 143-159.

Discusses the elements which constitute the support of the Italian Christian Democratic Party in elections since 1946.

78. INTERNATIONAL LABOUR OFFICE. *The Cost of Social Security, 1949-1954*. Geneva, 1958. Pp. 201.

Contains statistical information on the financial operations of the national social security systems of thirty-two countries, and incomplete data of eleven other countries.

79. INTERNATIONAL WORKING CONFERENCE OF DIRECTORS AND SENIOR OFFICERS OF AGRICULTURAL ADVISORY SERVICES IN MEMBER AND ASSOCIATE COUNTRIES, PARIS, 1957. *Agricultural Advisory Services in Europe and North America, 1957; Report*. Project No. 395/A. Paris, European Productivity Agency of the O.E.E.C., 1958. Pp. 166.

80. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Company Contributions. III. Policies and Procedures*, by John H. Watson. New York, c1958. Pp. 88.

"One hundred-and-eighty companies, representing both manufacturing and non-manufacturing organizations, contributed \$38.3 millions in 1955 to health, welfare, educational, scientific, and religious agencies."

81. NEW ZEALAND. STANDARDS COUNCIL. *Report for the Year ended 31 March 1958*. Wellington, Government Printer, 1958. Pp. 27.

82. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Energy in Latin America*. Geneva, United Nations, Department of Economic and Social Affairs, 1957. Pp. 268.

Cover title: Energy development in Latin America.

83. UNITED NATIONS. STATISTICAL OFFICE. *Handbook of Population Census Methods*. Rev. ed. New York, 1958. 2 Volumes.

Contents: v. 1. General Aspects of a Population Census. v. 2. Economic Characteristics of the Population.

Volume 1 covers such topics as "utility and modern conception of a population census, census planning and scope, census legislation, budget and organization, census work prior to the enumeration, the enumeration, post-enumeration work, and applications of statistical sampling to population censuses."

Volume 2 covers such topics as relationship between census data on economic activity and questions of economic development, the economically active according to their characteristics, selected enumeration and processing procedures for the economically active population, and inter-relationships of various types of data on economic characteristics."

Dominion Bureau of Statistics Publications

Since the beginning of the year, the Dominion Bureau of Statistics—in co-operation with the Queen's Printer—has had in effect a new scale of prices and subscription rates for Bureau publications that is designed to bring them into line with present costs of paper and presswork.

The Bureau, also, has discontinued the practice of allowing generous discounts on subscriptions for its "All Reports" and "All Memoranda" services and for "All Reference Papers". With the increase in the number of Bureau publications and the boost in their production costs, it will be necessary in future to charge subscribers the full list price for all publications ordered.

The new regulations will not apply to those who had placed orders before December 31, 1958 for publications that do not appear until 1959, nor to those whose contracts expire after December 31, 1958 but whose orders were effective before that date.

For their convenience in reviewing their subscriptions and to ensure them continuity of service, the Information Services Division of the Bureau will mail to those subscribing to large numbers of Bureau publications, before expiry of their subscription, a new subscription order form containing the titles and prices of all Bureau publications.

Use of the new subscription form will act as a safeguard against errors in orders arising from similarities of titles, and its return before a subscription runs out will ensure uninterrupted delivery of the publications wanted.

A new catalogue of current Bureau publications, possessing cataloguing features designed to facilitate ordering as well as filing publications by catalogue numbers and containing the new prices, is now being readied for distribution. It will be sent to all larger subscribers and copies will be available to others on request.

LABOUR STATISTICS

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A—Labour Force

NOTE—Small adjustments have been made in the labour force figures to bring them into line with population estimates based on the 1956 Census: consequently, the figures in Tables A-1 and A-2 are not strictly comparable with those for months prior to August 1958. Adjusted figures for those earlier months are given in the Supplement to The Labour Force, September 1958, a Dominion Bureau of Statistics publication, and detailed figures on the revised basis will appear in the forthcoming DBS Reference Paper No. 58, The Labour Force.

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 15, 1958

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,134	118	437	1,735	2,254	1,035	555
Agricultural.....	666	*	51	146	171	276	20
Non-Agricultural.....	5,468	116	386	1,589	2,083	759	535
Males.....	4,613	99	338	1,314	1,658	786	418
Agricultural.....	628	*	49	141	157	260	19
Non-Agricultural.....	3,985	97	289	1,173	1,501	526	399
Females.....	1,521	19	99	421	596	249	137
Agricultural.....	38	*	*	*	14	16	*
Non-Agricultural.....	1,483	19	97	416	582	233	136
All Ages.....	6,134	118	437	1,735	2,254	1,035	555
14—19 years.....	559	15	47	206	170	86	35
20—24 years.....	770	18	55	252	259	125	61
25—44 years.....	2,863	53	183	797	1,079	477	274
45—64 years.....	1,715	29	131	430	659	302	164
65 years and over.....	227	*	21	50	87	45	21
<i>Persons with Jobs</i>							
All status groups.....	5,773	92	403	1,605	2,154	1,001	518
Males.....	4,300	74	306	1,201	1,574	759	386
Females.....	1,473	18	97	404	580	242	132
Agricultural.....	652	*	48	142	167	274	19
Non-Agricultural.....	5,121	90	355	1,463	1,987	727	499
Paid Workers.....	4,663	76	318	1,337	1,829	660	443
Males.....	3,327	60	233	964	1,298	449	323
Females.....	1,336	16	85	373	531	211	120
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	361	26	34	130	100	34	37
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,301	148	450	1,490	1,771	922	520
Males.....	1,094	40	99	279	332	214	130
Females.....	4,207	108	351	1,211	1,439	708	390

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended November 15, 1953		Week Ended October 18, 1953		Week Ended November 16, 1957	
	Total	Seeking Full-time Work ⁽¹⁾	Total	Seeking Full-time Work ⁽¹⁾	Total	Seeking Full-time Work ⁽¹⁾
Total looking for work.....	387	372	340	326	321	305
Without Jobs.....	361	348	313	301	296	283
Under 1 month.....	120	—	103	—	129	—
1—3 months.....	143	—	118	—	115	—
4—6 months.....	48	—	44	—	32	—
7—12 months.....	33	—	32	—	13	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	26	24	27	25	25	22
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	18	17	19	18	19	17

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1957 1st nine months.....	4,425	47,005	126,737	32,680	33,419	244,266	138,221
1958 1st nine months.....	2,768	22,611	50,559	13,258	10,935	100,131	50,114

⁽¹⁾ Total includes 3,883 whose destination is not specified.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,260	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1957 1st nine months.....	14,882	14,831	4,920	5,850	14,034	9,897	2,375	50,055	18,253	578	135,675
1958 1st nine months.....	6,882	5,767	1,053	1,862	8,889	4,432	442	15,342	7,461	335	52,455

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Total ¹
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services including Govern- ment)	Supple- mentary Labour Income	
1953—Total....	393	3,954	1,320	297	887	194	1,665	2,757	468	12,110
1954—Total....	402	3,903	1,317	310	869	204	1,764	3,010	494	12,432
1955—Total....	430	4,156	1,392	339	911	204	1,874	3,212	539	13,215
1956—Total....	489	4,604	1,537	405	1,102	226	2,072	3,521	590	14,719
1957—Total....	544	4,821	1,647	371	1,189	252	2,268	3,926	639	15,825
1957—Nov.....	46.2	410.4	140.6	88.0	290.4	65.7	592.5	1,105.7	163.6	1,344.6
Dec.....	45.7	386.1	134.3							1,294.8
1958—Jan.....	46.0	381.9	103.3							1,267.8
Feb.....	46.5	385.5	132.2	64.7	229.1	65.2	467.1	1,024.0	163.5	1,277.1
Mar.....	45.8	389.8	130.3							1,283.2
Apr.....	43.9	392.3	134.6							1,304.0
May.....	44.9	401.3	141.0	65.7	289.1	69.0	585.4	1,069.7	168.4	1,354.8
June.....	45.6	404.9	143.1							1,384.5
July.....	45.0	402.1	145.7							1,382.1
Aug.....	45.5	399.8	145.7	75.7	335.4	71.1	592.3	1,080.5	172.0	1,385.6
Sept.....	44.5	404.0	143.4							1,405.3
Oct.....	43.2	400.0	142.9							1,389.8
Nov.....	43.1	401.7	142.0							1,385.5

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing, and Trapping are not shown. (See also headnote.)

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At September 1, employers in the principal non-agricultural industries reported a total employment of 2,728,511.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July 1.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
Aug. 1.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
Sept. 1.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
Oct. 1.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
Nov. 1.....	120.0	199.0	165.2	70.99	110.1	184.9	166.8	73.32

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Pay period preceding:			Pay period preceding:		
	Nov. 1 1958	Oct. 1 1958	Nov. 1 1957	Nov. 1 1958	Oct. 1 1958	Nov. 1 1957
(a) PROVINCES						
Newfoundland.....	130.4	132.3	138.8	62.03	63.02	61.42
Prince Edward Island.....	126.4	124.6	126.2	51.34	50.78	49.32
Nova Scotia.....	99.9	99.7	100.8	57.90	58.65	56.79
New Brunswick.....	100.3	102.7	103.1	58.37	58.84	57.65
Quebec.....	120.6	120.8	126.0	68.18	68.18	65.83
Ontario.....	119.3	122.2	125.5	73.83	73.41	71.78
Manitoba.....	111.8	112.7	113.9	67.86	67.69	64.38
Saskatchewan.....	132.7	135.9	132.1	68.54	69.29	66.37
Alberta (including Northwest Territories).....	154.4	159.5	155.3	73.85	73.83	70.19
British Columbia (including Yukon).....	118.3	120.5	126.2	77.08	76.47	74.62
Canada	120.0	121.9	125.2	70.99	70.85	68.79
(b) METROPOLITAN AREAS						
St. John's.....	133.2	135.2	131.4	51.38	50.60	49.53
Sydney.....	91.8	92.6	93.1	72.22	74.84	73.52
Halifax.....	115.8	114.2	117.3	57.22	57.58	54.15
Saint John.....	94.9	92.6	95.8	55.77	55.44	52.01
Quebec.....	110.9	107.7	113.8	58.42	59.47	57.43
Sherbrooke.....	100.5	100.7	106.6	58.45	57.69	56.16
Three Rivers.....	116.8	116.3	118.8	66.08	66.04	63.26
Drummondville.....	76.8	75.3	76.2	59.56	59.57	57.82
Montreal.....	123.4	123.7	127.2	69.80	69.67	66.77
Ottawa-Hull.....	125.5	125.9	122.9	65.56	65.40	62.04
Peterborough.....	98.2	97.6	103.9	77.81	78.54	75.48
Oshawa.....	166.2	163.3	172.3	75.47	86.05	86.27
Niagara Falls.....	105.4	117.9	123.3	75.87	75.39	76.85
St. Catharines.....	106.1	113.6	121.7	78.30	77.39	78.40
Toronto.....	132.0	132.5	133.4	74.85	74.51	71.53
Hamilton.....	96.6	97.1	114.5	76.02	75.93	75.62
Brantford.....	89.3	88.0	87.9	68.89	67.25	64.32
Galt.....	111.8	112.1	114.6	64.04	64.01	60.89
Kitchener.....	118.7	117.9	118.7	67.77	66.84	64.42
Sudbury.....	49.2	115.5	145.1	80.61	52.42	85.15
London.....	123.2	122.2	122.0	67.87	67.36	64.26
Sarnia.....	124.8	120.6	139.2	90.67	89.67	86.06
Windsor.....	79.0	80.6	91.3	78.55	76.69	76.31
Sault Ste. Marie.....	148.8	148.8	138.0	89.36	87.85	85.65
Ft. William-Pt. Arthur.....	115.1	118.0	125.5	72.73	72.33	71.85
Winnipeg.....	110.7	110.8	110.6	64.74	64.56	61.29
Regina.....	128.7	127.2	129.5	64.59	65.15	63.06
Saskatoon.....	138.1	138.7	137.1	65.60	65.92	60.80
Edmonton.....	187.3	187.2	187.2	69.54	70.26	66.14
Calgary.....	164.5	165.4	159.9	68.47	68.73	65.62
Vancouver.....	117.0	117.6	120.6	75.43	74.97	72.17
Victoria.....	117.5	117.6	123.6	68.84	68.20	66.34

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Pay period preceding:			Pay period preceding:		
	Nov. 1 1958	Oct. 1 1958	Nov. 1 1957	Nov. 1 1958	Oct. 1 1958	Nov. 1 1957
Mining.....	118.0	125.1	129.2	87.74	85.79	85.61
Metal mining.....	125.9	138.7	139.6	90.51	85.99	88.61
Gold.....	75.1	76.1	76.9	73.52	72.43	72.84
Other metal.....	173.2	197.1	198.1	97.38	90.87	94.33
Fuels.....	101.2	101.2	110.0	86.96	88.74	84.69
Coal.....	57.5	56.9	60.8	70.98	74.20	70.28
Oil and natural gas.....	272.0	274.4	289.6	100.20	100.54	95.73
Non-metal.....	132.7	134.4	140.4	77.58	78.22	74.20
Manufacturing.....	110.1	112.4	116.2	73.32	72.73	70.86
Food and beverages.....	119.8	128.4	116.9	64.67	63.08	61.54
Meat products.....	136.6	135.1	128.4	75.20	73.55	72.80
Canned and preserved fruits and vegetables.....	119.5	207.2	122.9	52.11	53.22	48.97
Grain mill products.....	106.7	107.1	106.2	73.30	71.34	68.36
Bread and other bakery products.....	110.6	110.9	110.4	64.24	63.62	60.62
Biscuits and crackers.....	97.1	98.4	99.8	55.45	55.59	53.39
Distilled and malt liquors.....	112.6	109.6	115.7	84.46	82.75	78.76
Tobacco and tobacco products.....	89.6	90.3	85.7	70.08	70.24	66.47
Rubber products.....	101.1	101.1	109.9	76.75	76.40	72.05
Leather products.....	86.4	88.2	86.9	49.72	50.44	47.61
Boots and shoes (except rubber).....	91.0	93.6	89.6	46.40	47.71	44.31
Textile products (except clothing).....	78.9	78.7	81.2	59.50	59.40	57.37
Cotton yarn and broad woven goods.....	76.2	76.4	77.4	54.14	54.69	53.34
Woollen goods.....	59.9	59.6	66.6	56.91	57.13	53.63
Synthetic textiles and silk.....	81.7	80.9	84.2	66.37	66.19	64.16
Clothing (textile and fur).....	92.8	94.1	94.9	47.01	45.96	44.66
Men's clothing.....	93.3	95.1	99.1	45.40	44.72	43.81
Women's clothing.....	99.1	101.6	95.7	47.85	46.44	45.16
Knit goods.....	77.8	78.0	82.0	47.21	46.22	44.83
Wood products.....	106.7	109.2	106.1	64.48	63.98	60.97
Saw and planing mills.....	108.9	112.4	105.2	66.39	65.55	62.40
Furniture.....	113.2	112.7	116.3	63.07	62.75	60.06
Other wood products.....	84.5	87.6	91.1	56.52	57.51	55.49
Paper products.....	123.7	125.0	125.4	85.14	85.19	82.39
Pulp and paper mills.....	122.7	124.4	125.4	91.08	91.13	88.36
Other paper products.....	126.0	126.5	125.2	70.98	70.91	67.51
Printing, publishing and allied industries.....	120.5	120.1	121.4	79.45	79.42	75.45
Iron and steel products.....	98.6	99.1	111.1	82.87	82.89	79.86
Agriculture implements.....	60.7	59.3	53.7	81.84	81.06	77.81
Fabricated and structural steel.....	161.0	169.1	178.9	84.47	85.11	80.95
Hardware and tools.....	93.7	94.2	96.0	75.07	74.83	72.16
Heating and cooking appliances.....	103.0	104.5	105.9	74.42	74.01	69.83
Iron castings.....	94.5	92.7	107.1	81.51	80.55	76.17
Machinery mfg.....	103.3	103.9	120.0	79.27	79.01	76.00
Primary iron and steel.....	85.3	85.5	119.4	95.95	95.30	93.53
Sheet metal products.....	105.3	106.5	107.5	80.76	84.48	76.24
Wire and wire products.....	109.7	113.0	113.6	83.63	83.61	81.69
Transportation equipment.....	119.0	117.6	138.6	81.33	83.04	79.56
Aircraft and parts.....	360.2	366.3	397.5	88.37	88.40	82.76
Motor vehicles.....	102.2	97.9	118.8	86.10	89.91	90.11
Motor vehicle parts and accessories.....	99.9	101.4	106.9	78.60	81.39	76.93
Railroad and rolling stock equipment.....	68.3	68.2	88.3	72.78	72.90	71.76
Shipbuilding and repairing.....	122.9	114.2	151.2	74.20	77.80	72.78
Non-ferrous metal products.....	108.8	124.2	134.0	85.92	78.70	82.19
Aluminum products.....	135.1	136.8	137.5	82.22	81.23	77.63
Brass and copper products.....	106.6	106.9	107.0	80.80	79.59	76.57
Smelting and refining.....	107.8	140.6	163.1	96.14	80.92	89.09
Electrical apparatus and supplies.....	135.9	136.6	149.8	79.44	79.26	76.01
Non-metallic mineral products.....	140.1	142.7	136.4	78.44	77.89	74.50
Clay products.....	108.4	109.8	107.9	71.86	71.36	69.61
Glass and glass products.....	135.5	140.8	134.2	75.89	75.52	7.20
Products of petroleum and coal.....	138.2	140.3	137.5	104.62	104.02	103.20
Chemical products.....	130.5	131.6	136.3	84.15	83.89	80.94
Medicinal and pharmaceutical preparations.....	118.9	119.9	120.0	75.27	74.68	71.48
Acids, alkalis and salts.....	144.5	148.2	153.0	95.13	93.50	91.98
Miscellaneous manufacturing industries.....	124.5	125.0	116.8	65.42	65.49	60.86
Construction.....	137.3	144.2	148.6	75.04	76.25	74.12
Building and general engineering.....	136.6	142.2	156.2	81.89	83.09	80.97
Building.....	141.9	145.0	155.9	80.66	80.87	78.62
General engineering.....	114.3	130.6	157.4	88.29	93.41	90.66
Highways, bridges and streets.....	138.4	147.3	136.6	64.21	65.67	61.60
Service.....	135.6	139.1	132.7	48.62	49.04	46.55
Hotels and restaurants.....	125.1	130.0	124.4	39.27	38.51	38.32
Laundries and dry cleaning plants.....	115.3	116.2	115.8	43.47	43.07	42.48
Other service.....	191.3	194.3	180.7	70.25	70.26	67.54
Industrial composite.....	120.0	121.9	125.2	70.99	70.85	68.79

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1958	Oct. 1, 1958	Nov. 1, 1957	Nov. 1, 1958	Oct. 1, 1958	Nov. 1, 1957
Newfoundland.....	36.7	37.6	38.8	152.2	149.1	159.0
Nova Scotia.....	40.2	40.5	40.2	146.5	147.7	143.7
New Brunswick.....	42.0	42.4	40.7	144.0	141.2	146.3
Quebec.....	41.7	41.6	41.2	149.2	148.9	146.3
Ontario.....	40.7	40.7	40.2	173.1	171.1	171.8
Manitoba.....	40.5	40.1	40.0	157.5	157.4	152.1
Saskatchewan.....	39.4	39.4	40.0	178.4	178.4	172.2
Alberta ⁽¹⁾	40.6	39.6	39.7	175.6	174.4	170.4
British Columbia ⁽²⁾	38.0	37.7	37.4	202.5	201.8	195.0

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Pay period preceding:			Pay period preceding:			Pay period preceding:		
	Nov. 1 1958	Oct. 1 1958	Nov. 1 1957	Nov. 1 1958	Oct. 1 1958	Nov. 1 1957	Nov. 1 1958	Oct. 1 1958	Nov. 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.6	40.9	42.7	193.8	195.2	190.4	82.56	79.84	81.30
Metal mining.....	43.2	40.0	43.2	201.3	203.2	197.9	86.96	81.28	85.49
Gold.....	43.5	42.9	43.5	158.3	158.6	157.6	68.86	68.04	68.56
Other metal.....	43.1	38.9	43.1	220.7	222.1	213.5	95.12	86.40	92.02
Fuels.....	40.4	41.2	41.2	186.1	187.7	181.6	75.18	77.33	74.82
Coal.....	40.2	41.7	40.9	172.8	174.9	165.8	69.47	72.93	67.81
Oil and natural gas.....	41.0	40.4	41.8	212.2	213.7	208.7	87.00	86.33	87.24
Non-metal.....	43.3	41.4	42.5	173.7	172.4	169.6	75.21	76.55	72.08
Manufacturing.....	40.8	40.7	40.3	165.4	164.4	162.9	67.48	66.91	65.65
Food and beverages.....	40.8	41.8	40.3	145.3	138.6	139.2	59.28	57.93	56.10
Meat products.....	41.3	40.4	40.5	174.3	173.8	170.3	71.99	70.22	68.97
Canned and preserved fruits and vegetables.....	38.9	47.5	37.9	114.2	106.0	110.3	44.42	50.35	41.80
Grain mill products.....	42.9	41.7	42.2	162.5	158.6	153.0	69.71	66.14	64.57
Bread and other bakery products.....	42.5	42.2	42.7	136.8	136.1	127.5	58.14	57.43	54.44
Distilled and malt liquors.....	39.4	38.2	39.3	195.4	196.4	183.6	76.99	75.02	72.15
Tobacco and tobacco products.....	39.5	39.4	39.0	162.8	163.6	156.3	64.31	64.46	60.96
Rubber products.....	41.5	41.3	40.8	172.9	172.9	167.0	71.75	71.41	68.14
Leather products.....	39.8	40.8	38.3	114.8	114.5	112.6	45.69	46.72	43.13
Boots and shoes (except rubber).....	38.7	40.4	37.0	109.6	109.7	108.4	42.42	44.32	40.11
Textile products (except clothing).....	42.1	42.2	41.8	126.4	126.2	123.2	53.21	53.26	51.50
Cotton yarn and broad woven goods.....	39.3	40.2	39.9	125.3	124.5	121.7	49.24	50.05	48.56
Woolen goods.....	43.6	43.6	41.6	118.8	119.0	116.1	51.80	51.88	48.30
Synthetic textiles and silk.....	43.8	43.9	44.0	135.2	134.7	132.1	59.22	59.13	58.12
Clothing (textile and fur).....	38.8	37.7	37.6	108.5	108.3	105.7	41.20	40.43	39.74
Men's clothing.....	37.6	37.0	36.9	110.3	109.4	107.6	41.47	40.48	39.70
Women's clothing.....	37.0	35.4	35.4	112.9	113.7	110.3	41.77	40.25	39.05
Knit goods.....	42.0	40.6	39.8	102.3	102.9	101.3	42.97	41.78	40.32
*Wood products.....	42.2	41.9	40.7	146.8	146.3	142.9	61.95	61.30	58.16
Saw and planing mills.....	41.5	41.1	39.6	155.8	154.9	152.8	64.66	63.66	60.51
Furniture.....	43.8	43.7	42.9	135.3	135.0	130.7	59.26	59.00	56.07
Other wood products.....	42.1	42.7	41.4	124.1	125.5	124.1	52.25	53.59	51.38
Paper products.....	41.1	41.2	40.8	193.3	193.5	188.8	79.45	79.72	77.03
Pulp and paper mills.....	40.8	41.0	40.5	208.7	208.4	204.2	85.15	85.44	82.70
Other paper products.....	41.9	41.8	41.5	153.3	154.0	146.8	64.23	64.37	60.92
Printing, publishing and allied industries.....	39.7	39.6	39.6	199.9	199.4	190.5	79.36	78.96	75.44
*Iron and steel products.....	41.0	41.1	40.8	190.9	191.1	186.8	78.27	78.54	76.21
Agricultural implements.....	39.9	39.7	39.1	190.1	189.4	181.5	75.85	75.19	70.87
Fabricated and structural steel.....	40.6	41.4	41.4	189.8	189.4	182.9	77.06	78.41	75.72
Hardware and tools.....	41.2	41.1	40.6	168.1	169.0	164.9	69.26	69.46	66.95
Heating and cooking appliances.....	42.5	42.5	41.3	166.5	167.5	160.1	70.76	71.19	66.12
Iron castings.....	41.5	41.5	40.3	187.3	186.8	179.8	77.73	77.52	72.46
Machinery manufacturing.....	41.0	40.9	41.5	179.9	179.7	173.7	73.76	73.50	72.09
Primary iron and steel.....	40.2	40.2	40.8	226.8	226.3	221.7	91.17	90.97	87.46
Sheet metal products.....	40.6	42.2	40.3	188.7	193.5	178.5	76.61	81.66	71.94
*Transportation equipment.....	38.9	40.0	39.8	191.5	191.7	188.1	74.49	76.68	74.86
Aircraft and parts.....	40.6	40.8	40.4	196.7	196.0	188.4	79.86	79.97	76.11
Motor vehicles.....	36.4	38.8	40.4	210.7	208.6	209.2	76.69	80.94	84.52
Motor vehicle parts and accessories.....	38.6	40.4	39.1	186.9	189.3	184.4	72.14	76.48	72.10
Railroad and rolling stock equipment.....	39.5	39.5	39.2	179.1	179.3	179.0	70.74	70.82	70.17
Shipbuilding and repairing.....	38.4	40.3	39.2	187.2	189.3	182.2	71.88	76.29	71.42
*Non-ferrous metal products.....	41.3	36.5	40.9	190.3	191.6	189.6	78.59	69.93	77.65
Aluminum products.....	42.8	42.2	41.9	167.8	166.6	169.0	71.82	70.31	66.62
Brass and copper products.....	41.7	41.2	41.3	183.3	182.5	175.2	76.44	75.19	72.36
Smelting and refining.....	40.6	32.8	40.6	216.1	215.5	208.4	87.74	70.68	84.61
*Electrical apparatus and supplies.....	40.9	40.7	40.3	172.4	172.8	166.7	70.51	70.33	67.18
Heavy electrical machinery and equipment.....	40.0	40.4	40.4	191.8	192.5	188.4	76.72	77.77	76.11
Radios and radio parts.....	41.2	40.8	38.9	155.4	154.8	146.2	64.02	63.16	60.87
Batteries.....	42.3	41.9	41.7	169.7	169.1	166.1	71.78	70.85	69.26
Refrigerators, vacuum cleaners and appliances.....	41.7	41.2	39.5	174.3	172.6	171.4	72.68	71.11	67.70
Miscellaneous electrical products.....	40.8	40.3	40.9	163.2	163.2	153.9	66.59	65.77	62.95
Wire and cable.....	40.6	41.8	41.7	188.1	190.6	180.8	76.37	79.67	75.39
*Non-metallic mineral products.....	44.2	44.3	43.2	169.6	168.5	163.2	74.96	74.65	70.50
Clay products.....	43.3	43.4	42.7	150.7	155.8	152.1	67.98	67.62	64.95
Glass and glass products.....	43.0	42.8	42.0	168.5	170.3	160.5	72.46	72.89	67.41
Products of petroleum and coal.....	40.7	40.4	41.3	229.3	229.5	229.3	93.33	92.72	94.70
Chemical products.....	41.2	40.8	40.8	183.5	183.2	176.3	75.60	74.75	71.93
Medicinal and pharmaceutical preparations.....	40.9	40.0	41.3	140.5	142.4	135.6	57.46	56.96	56.00
Acids, alkalis and salts.....	41.3	40.6	41.4	211.1	209.8	204.5	87.18	85.18	84.66
Miscellaneous manufacturing industries.....	42.0	41.9	40.9	137.6	138.2	131.3	57.79	67.91	53.70
*Durable goods.....	40.9	40.7	40.6	178.9	179.0	176.6	73.17	72.85	71.70
Non-durable goods.....	40.6	40.7	40.0	152.9	151.0	148.6	62.08	61.46	59.44
Construction.....	41.5	42.7	41.4	176.7	175.8	177.0	73.33	75.07	73.28
Building and general engineering.....	41.5	42.4	41.5	192.1	191.8	191.9	79.72	81.32	79.64
Highways, bridges and streets.....	41.4	43.1	41.1	149.6	148.7	144.6	61.93	64.09	59.43
Electric and motor transportation.....	44.4	44.6	44.1	169.6	169.6	160.5	75.30	75.64	70.78
Service.....	39.5	39.4	39.4	97.7	96.7	95.9	38.59	38.10	37.78
Hotels and restaurants.....	39.4	39.5	39.4	95.8	94.4	95.4	37.75	37.29	37.59
Laundries and dry cleaning plants.....	40.2	39.8	39.9	96.9	97.1	92.1	38.95	38.65	36.75

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.05	163.2	125.1	130.5
July 1, 1958.....	40.5	166.6	67.47	161.8	124.7	129.8
August 1, 1958.....	40.3	165.9	66.86	160.3	125.2	128.0
September 1, 1958.....	40.6	164.0	66.58	159.6	125.6	127.1
October 1, 1958.....	40.7	164.4	66.91	160.4	126.0	127.3
November 1, 1958 (1).....	40.8	165.4	67.48	161.8	126.3	128.1

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment ²		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
January 1, 1954.....	8,298	9,121	17,419	354,965	84,306	439,271
January 1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
January 1, 1958.....	7,450	7,270	14,720	596,104	147,349	743,453
February 1, 1958.....	6,822	7,860	14,682	661,959	167,510	829,469
March 1, 1958.....	7,389	8,459	15,848	685,915	171,175	857,090
April 1, 1958.....	9,730	10,892	20,622	681,810	171,022	852,832
May 1, 1958.....	17,323	13,174	30,497	581,032	165,375	746,407
June 1, 1958.....	16,172	14,677	29,849	443,407	156,591	599,998
July 1, 1958.....	11,011	13,040	24,051	348,074	155,231	503,305
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958 ⁽¹⁾	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959 ⁽¹⁾	8,643	8,549	17,192	562,257	158,163	720,420

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

⁽²⁾ From December 1, 1958, registration figures during the seasonal benefit period do not include claimants for fishing benefits. As figures for December 1, 1957 to July 1, 1958 did include claimants for fishing benefits, they have been adjusted.

**TABLE D-2.- UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
NOVEMBER 28, 1958⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				October 31, 1958	November 29, 1957		
Agriculture, Fishing, Trapping.....	237	113	350	—	163	+	75
Forestry	537	8	545	—	20	+	309
Mining, Quarrying and Oil Wells.....	228	32	260	—	53	—	324
Metal Mining	137	15	152	—	10	—	89
Fuels	64	9	73	—	48	—	208
Non-Metal Mining	5	0	5	—	1	—	7
Quarrying, Clay and Sand Pits.....	2	0	2	—	0	—	4
Prospecting	20	8	28	+	6	—	16
Manufacturing	1,656	1,118	2,774	—	409	—	188
Foods and Beverages	167	106	273	+	6	+	64
Tobacco and Tobacco Products.....	2	3	5	—	4	—	13
Rubber Products.....	16	9	25	—	23	0	0
Leather Products.....	44	70	114	—	20	+	16
Textile Products (except clothing).....	70	71	141	+	6	+	17
Clothing (textile and fur).....	43	420	463	—	134	—	12
Wood Products.....	159	36	195	—	35	—	23
Paper Products	57	32	89	—	6	—	6
Printing, Publishing and Allied Industries.....	89	56	145	—	42	—	14
Iron and Steel Products	343	100	443	+	68	—	56
Transportation Equipment.....	273	30	303	—	92	—	91
Non-Ferrous Metal Products.....	51	17	68	—	35	—	22
Electrical Apparatus and Supplies.....	90	58	148	+	1	—	120
Non-Metallic Mineral Products.....	56	17	73	+	9	+	22
Products of Petroleum and Coal.....	23	7	30	—	10	—	2
Chemical Products	117	37	154	—	21	+	11
Miscellaneous Manufacturing Industries.....	56	49	105	—	77	+	41
Construction	870	46	916	—	146	—	31
General Contractors	521	23	544	—	80	—	35
Special Trade Contractors.....	349	23	372	—	66	+	4
Transportation, Storage and Communication.....	365	159	524	+	40	—	66
Transportation	328	67	395	+	123	—	8
Storage	14	11	25	—	34	+	1
Communication	23	81	104	—	49	—	59
Public Utility Operation	41	20	61	—	4	—	63
Trade.....	1,274	1,940	3,214	+	202	+	414
Wholesale	385	305	690	—	189	+	151
Retail	889	1,635	2,524	+	391	+	263
Finance, Insurance and Real Estate.....	469	317	786	—	10	—	53
Service	6,074	5,989	12,063	+	5,032	—	4,204
Community or Public Service.....	136	924	1,060	—	99	—	323
Government Service.....	5,424	965	6,389	+	5,590	—	4,159
Recreation Service.....	51	24	75	—	9	—	50
Business Service.....	206	253	459	—	26	+	115
Personal Service.....	257	3,823	4,080	—	424	+	213
GRAND TOTAL	11,751	9,742	21,493	+	4,469	—	4,131

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT NOVEMBER 27, 1958⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ²			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	929	794	1,723	6,983	1,928	8,911
Clerical Workers.....	5,071	2,529	7,600	14,970	44,382	59,352
Sales Workers.....	1,037	1,185	2,222	6,109	13,682	19,791
Personal and Domestic Service Workers..	406	4,150	4,556	30,953	22,642	53,595
Seamen.....	4	.....	4	1,753	2	1,755
Agriculture, Fishing, Forestry (Ex. log.)..	215	35	250	3,767	398	4,165
Skilled and Semiskilled Workers.....	2,821	745	3,566	150,939	21,539	172,478
Food and kindred products (incl. tobacco).....	51	8	59	1,424	515	1,939
Textiles, clothing, etc.....	50	565	615	3,807	13,552	17,359
Lumber and lumber products.....	550	1	551	14,299	159	14,458
Pulp, paper (incl. printing).....	39	7	46	1,248	497	1,745
Leather and leather products.....	26	41	67	1,155	1,206	2,361
Stone, clay and glass products.....	3	.....	3	380	33	413
Metalworking.....	238	4	242	20,963	935	21,898
Electrical.....	80	9	89	3,257	1,024	4,281
Transportation equipment.....	5	.....	5	1,102	109	1,211
Mining.....	80	.....	80	2,161	.....	2,161
Construction.....	608	.....	608	37,954	8	37,962
Transportation (except seamen).....	320	16	336	26,888	147	27,035
Communications and public utility....	5	.....	5	750	8	758
Trade and service.....	93	55	148	4,601	2,004	6,605
Other skilled and semiskilled.....	603	31	634	22,691	1,035	23,726
Foremen.....	38	7	45	3,095	296	3,391
Apprentices.....	32	1	33	5,164	11	5,175
Unskilled Workers.....	1,096	314	1,410	113,576	21,768	135,344
Food and tobacco.....	54	62	116	4,053	5,386	9,439
Lumber and lumber products.....	70	3	73	12,869	392	13,261
Metalworking.....	82	12	94	8,241	549	8,790
Construction.....	374	.....	374	56,071	1	56,072
Other unskilled workers.....	516	237	753	32,342	15,440	47,782
GRAND TOTAL.....	11,579	9,752	21,331	329,050	126,341	455,391

(¹) Preliminary—subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 27, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(¹) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957	(¹) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957 ⁽²⁾
Newfoundland	164	330	104	12,329	8,222	11,574
Corner Brook.....	6	9	5	2,866	2,410	2,367
Grand Falls.....	5	17	6	1,509	986	1,476
St. John's.....	153	304	93	7,954	4,826	7,731
Prince Edward Island	123	109	149	2,098	1,256	1,888
Charlottetown.....	82	59	133	1,442	869	1,152
Summerside.....	41	50	16	656	387	736
Nova Scotia	1,124	593	846	18,352	13,813	16,244
Amherst.....	6	6	4	670	462	724
Bridgewater.....	26	24	6	973	731	821
Halifax.....	867	384	407	4,333	3,826	4,303
Inverness.....	.....	.....	.....	394	262	432
Kentville.....	83	76	29	1,308	894	1,495
Liverpool.....	1	1	23	577	345	408
New Glasgow.....	56	31	70	2,620	1,899	1,867
Springhill.....	.....	.....	.....	1,254	713	695
Sydney.....	15	7	238	3,516	2,824	2,650
Turo.....	18	10	16	1,266	829	1,376
Yarmouth.....	52	54	53	1,441	1,028	1,473
New Brunswick	570	547	746	18,145	12,655	20,046
Bathurst.....	4	7	20	2,249	855	2,010
Campbellton.....	47	45	27	1,186	901	1,450
Edmundston.....	7	.....	14	1,196	702	1,350
Fredericton.....	87	90	89	1,380	1,082	1,454
Minto.....	17	17	3	529	501	650
Moncton.....	238	213	239	4,186	3,049	5,024
Newcastle.....	.....	.....	6	1,723	1,068	1,818
Saint John.....	116	125	318	2,814	2,497	3,077
St. Stephen.....	29	36	5	1,461	982	1,700
Sussex.....	21	11	21	456	340	491
Woodstock.....	4	3	4	965	678	1,022
Quebec	3,355	3,348	3,505	140,295	111,359	124,031
Alma.....	31	24	44	1,641	1,196	1,592
Asbestos.....	5	1	80	658	503	597
Beauharnois.....	21	41	23	967	819	855
Buckingham.....	21	15	845	845	692	783
Causapscal.....	207	270	59	1,267	1,061	1,369
Chandler.....	7	5	3	672	241	860
Chicoutimi.....	98	103	51	1,639	1,207	1,565
Dolbeau.....	7	2	14	746	608	1,269
Drummondville.....	19	32	42	1,668	1,336	1,681
Farnham.....	9	6	12	870	668	898
Forestville.....	14	25	82	1,009	719	648
Gaspé.....	3	4	4	580	228	639
Granby.....	21	11	36	1,669	1,723	1,484
Hull.....	15	55	57	2,693	1,878	2,784
Joliette.....	44	53	39	2,794	1,796	2,986
Jonquière.....	15	23	37	1,946	1,448	1,683
Lachute.....	17	32	8	571	440	567
La Malbaie.....	9	14	3	903	473	1,012
La Tuque.....	70	79	23	938	760	716
Lévis.....	88	62	58	2,909	1,961	2,293
Louiseville.....	20	12	24	876	653	827
Magog.....	5	.....	.....	541	452	644
Maniwaki.....	3	.....	3	543	936	793
Matane.....	4	19	4	1,488	933	1,339
Mégantic.....	5	4	1	642	474	828
Mont-Laurier.....	3	4	10	592	352	537
Montmagny.....	12	6	53	950	598	1,552
Montreal.....	1,388	1,553	1,474	55,118	47,694	42,326
New Richmond.....	5	7	6	791	375	939
Port Alfred.....	10	5	6	401	310	534
Québec.....	294	316	325	10,302	7,952	9,997
Rimouski.....	76	38	67	2,372	1,400	2,479
Rivière du Loup.....	10	7	25	2,403	1,239	2,849
Roberval.....	75	23	1	855	695	981
Rouyn.....	69	24	66	1,953	1,662	3,006
Ste. Agathe.....	52	11	62	824	508	673
Ste. Anne de Bellevue.....	22	30	44	805	597	662
Ste. Thérèse.....	33	11	29	1,532	1,143	1,253
St. Hyacinthe.....	24	45	34	1,539	1,462	1,429
St. Jean.....	37	51	34	1,777	1,570	1,259
St. Jérôme.....	26	29	29	1,971	1,060	1,200
Sept Îles.....	65	54	65	1,264	950	662
Shawinigan.....	26	10	10	3,860	3,169	3,240
Sherbrooke.....	135	107	105	4,158	3,464	3,860
Sorel.....	19	18	83	3,698	3,235	1,384
Thetford Mines.....	19	22	45	1,406	1,187	1,079
Trois-Rivières.....	133	105	119	3,930	3,214	3,882
Val d'Or.....	3	14	19	1,641	1,296	2,199

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS NOVEMBER 27, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957	(1) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957 ⁽³⁾
Quebec—Cont'd.						
Valleyfield.....	23	17	18	2,017	1,402	1,536
Victoriaville.....	21	13	25	1,573	1,239	2,092
Ville St. Georges.....	17	26	29	1,488	1,011	1,709
Ontario	8,046	6,598	8,597	150,617	139,077	140,696
Amprior.....	26	34	3	259	187	344
Barrie.....	32	22	10	1,070	936	937
Belleville.....	12	21	17	1,542	1,302	1,349
Bracebridge.....	88	40	43	920	640	863
Brampton.....	27	26	4	816	684	694
Brantford.....	52	53	59	2,060	2,045	2,821
Brockville.....	25	21	10	577	436	340
Carleton Place.....	2	7	5	328	159	235
Chatham.....	40	217	129	2,014	1,573	2,048
Cobourg.....	6	18	2	618	576	739
Collingswood.....	19	18	5	673	534	541
Cornwall.....	54	83	150	2,867	2,376	2,047
Fort Erie.....	5	.....	11	710	541	501
Fort Frances.....	51	20	13	483	321	575
Fort William.....	142	63	130	2,382	1,944	1,650
Galt.....	71	89	29	1,240	1,006	1,525
Gananoque.....	1	3	1	280	206	289
Goderich.....	18	13	8	340	267	537
Guelph.....	35	77	59	1,201	1,079	1,457
Hamilton.....	508	500	444	13,595	12,514	11,600
Hawkesbury.....	11	15	17	702	418	655
Ingersoll.....	21	32	24	641	610	654
Kapuskasing.....	39	21	15	870	838	1,148
Kenora.....	9	26	12	745	422	734
Kingston.....	84	63	78	1,760	1,477	1,404
Kirkland Lake.....	20	22	30	1,293	880	1,103
Kitchener.....	99	91	75	1,895	1,711	2,363
Leamington.....	23	8	19	867	825	1,042
Lindsay.....	1	20	3	533	598	395
Listowel.....	15	42	22	295	205	384
London.....	872	414	1,159	4,181	3,591	4,143
Long Branch.....	87	117	45	3,027	2,775	2,697
Midland.....	15	13	11	801	509	699
Napanee.....	4	5	6	502	348	529
Newmarket.....	48	91	33	938	783	764
Niagara Falls.....	152	44	216	2,348	2,013	2,025
North Bay.....	36	11	8	1,653	1,282	1,607
Oakville.....	63	45	74	699	598	803
Orillia.....	22	24	18	877	790	804
Oshawa.....	77	41	65	3,023	10,175	3,190
Ottawa.....	1,670	711	1,708	5,134	4,149	4,392
Owen Sound.....	7	8	17	1,342	967	1,513
Parry Sound.....	1	.....	2	499	328	275
Pembroke.....	45	45	94	1,645	1,229	1,550
Perth.....	21	17	22	435	335	488
Peterborough.....	37	43	31	2,719	2,429	2,518
Pictou.....	11	16	14	387	264	412
Port Arthur.....	209	111	83	3,927	3,095	3,888
Port Colborne.....	6	9	10	816	752	677
Prescott.....	12	10	17	742	642	626
Renfrew.....	2	8	10	588	426	494
St. Catharines.....	74	104	141	3,448	3,065	3,187
St. Thomas.....	59	49	31	845	773	894
Sarnia.....	78	45	74	2,235	2,022	1,740
Sault Ste. Marie.....	223	254	281	1,865	1,615	1,863
Simcoe.....	22	38	29	777	615	992
Sioux Lookout.....	9	6	2	238	145	232
Smiths Falls.....	14	14	4	469	354	373
Stratford.....	39	20	11	872	690	785
Sturgeon Falls.....	3	2	4	1,235	831	876
Sudbury.....	197	153	359	5,791	5,066	3,559
Timmins.....	23	34	78	1,079	1,488	1,956
Toronto.....	2,024	2,043	1,942	35,006	32,955	33,244
Trenton.....	44	50	50	779	572	708
Walkerton.....	29	65	21	363	255	392
Wallaceburg.....	1	.....	8	591	333	565
Welland.....	32	14	22	1,962	1,981	2,138
Weston.....	119	112	157	2,195	2,111	1,908
Windsor.....	97	106	296	9,393	8,902	9,622
Woodstock.....	21	41	11	690	614	914
Manitoba	3,874	1,416	3,204	19,591	13,550	18,748
Brandon.....	274	123	215	1,519	1,002	1,577
Dauphin.....	12	23	8	1,205	621	1,010
Flin Flon.....	19	32	32	253	168	253
Portage la Prairie.....	45	28	64	844	565	832
The Pas.....	58	16	12	358	233	212
Winnipeg.....	3,466	1,194	2,873	15,412	10,961	14,864

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS NOVEMBER 27, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(¹) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957	(¹) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957 ⁽²⁾
Saskatchewan	737	618	623	12,688	7,910	12,041
Estevan.....	52	26	35	384	258	329
Moose Jaw.....	201	126	109	1,106	734	1,007
North Battleford.....	35	45	41	1,078	554	1,072
Prince Albert.....	47	65	59	1,651	1,015	1,603
Regina.....	155	135	155	3,062	2,110	2,916
Saskatoon.....	138	110	99	2,797	1,860	2,597
Swift Current.....	38	28	39	552	328	565
Weyburn.....	19	19	39	331	178	295
Yorkton.....	52	64	47	1,727	873	1,657
Alberta	1,751	2,011	2,187	23,539	15,938	22,221
Blairmore.....	2	3	10	585	382	349
Calgary.....	547	623	1,046	7,439	5,470	6,689
Drumheller.....	18	37	10	273	184	298
Edmonton.....	841	1,051	727	10,904	7,116	10,676
Edson.....	17	11	20	474	332	454
Lethbridge.....	108	125	104	2,018	1,232	1,652
Medicine Hat.....	165	106	197	939	573	980
Red Deer.....	56	82	73	907	649	1,123
British Columbia	1,584	1,151	4,575	57,737	47,382	66,255
Chilliwack.....	35	32	27	1,770	1,139	1,656
Courtenay.....	4	5	8	1,017	606	1,398
Cranbrook.....	58	19	24	709	445	649
Dawson Creek.....	11	22	19	1,029	706	897
Duncan.....	16	13	23	744	654	728
Kamloops.....	15	8	11	1,122	865	1,314
Kelowna.....	7	9	18	1,043	630	1,231
Kitimat.....	7	1	13	417	287	576
Mission City.....	28	20	13	990	732	1,120
Nanaimo.....	14	1	20	1,433	947	1,587
Nelson.....	6	9	13	871	472	1,052
New Westminster.....	267	142	150	7,934	6,789	7,684
Ponticton.....	7	12	10	1,016	622	1,000
Port Alberni.....	24	18	9	1,022	598	1,657
Prince George.....	82	40	77	2,778	2,218	2,947
Prince Rupert.....	20	13	36	1,659	1,381	1,469
Princeton.....	4	3	.....	287	159	330
Trail.....	20	32	8	792	448	803
Vancouver.....	655	609	3,914	24,919	22,648	32,197
Vernon.....	19	5	17	1,479	767	1,453
Victoria.....	266	119	147	4,225	3,882	4,061
Whitehorse.....	19	19	18	501	387	446
Canada	21,331	16,871	24,536	455,391	371,162	433,744
Men.....	11,579	7,319	13,327	329,050	255,451	326,568
Women.....	9,752	9,552	11,209	126,341	115,711	107,176

(¹) Preliminary subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

(³) During the seasonal benefit period this year, registrations do not include claimants for fishing benefits. Registrations for November 28, 1957, did include them, and therefore have been adjusted to make them comparable with current figures.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	601,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,019	222,370	343,456	178,015	142,116
1956.....	1,016,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (11 months).....	815,980	547,511	268,469	55,086	200,556	288,873	172,650	98,815
1958 (11 months).....	768,497	501,640	266,857	50,898	183,798	263,560	163,780	106,461

E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
NOVEMBER 1958**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	6.0	.....	22,664	489,640
Prince Edward Island.....	0.8	.....	3,131	57,765
Nova Scotia.....	11.7	.....	44,331	868,794
New Brunswick.....	9.6	.....	36,454	723,968
Quebec.....	86.2	.....	327,672	6,874,190
Ontario.....	94.0	.....	357,177	7,606,021
Manitoba.....	9.2	.....	34,810	758,916
Saskatchewan.....	5.1	.....	19,558	421,044
Alberta.....	9.9	.....	37,634	831,292
British Columbia.....	30.0	.....	114,142	2,503,058
Total, Canada, November 1958.....	262.5	.....	997,573	21,134,688
Total, Canada, October 1958.....	220.7	.....	970,917	20,273,443
Total, Canada, November 1957.....	227.4	.....	909,783	18,989,040

**TABLE E-2.—CLAIMANTS* HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW-
ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, NOVEMBER 28, 1958**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	Nov. 29, 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
CANADA.....	419,233	NOT AVAILABLE							34.0	403,273
Male.....	311,585								36.2	313,702
Female.....	107,648								27.5	89,571
Excluding T.....	369,551	155,246	44,889	56,897	34,649	21,611	14,953	41,306	33.5	355,666
Prairie M.....	273,373	126,046	34,708	41,199	23,279	13,801	9,198	25,144	35.5	275,308
Provinces F.....	96,178	29,200	10,181	15,698	11,370	7,810	5,757	16,162	27.9	80,358
Newfoundland.....	13,714	7,171	1,576	1,823	1,088	684	331	1,041	74.7	11,982
Male.....	12,618	6,867	1,452	1,672	956	602	252	817	76.8	11,240
Female.....	1,096	304	124	151	132	82	79	224	51.0	742
Prince Edward Island....	2,560	1,755	197	199	122	74	66	147	77.5	1,605
Male.....	2,011	1,476	158	129	76	41	35	96	81.2	1,310
Female.....	549	279	39	70	46	33	31	51	64.3	295
Nova Scotia.....	19,123	7,915	2,507	2,612	1,573	1,017	828	2,671	42.6	16,697
Male.....	15,722	6,971	2,191	2,097	1,102	740	592	2,029	44.1	14,344
Female.....	3,401	944	316	515	471	277	236	642	35.4	2,353
New Brunswick.....	18,017	8,793	2,289	2,674	1,274	921	549	1,517	62.0	19,602
Male.....	14,332	7,411	1,889	2,104	929	663	337	1,069	64.3	16,589
Female.....	3,685	1,382	420	570	345	258	212	448	53.2	3,013
Quebec.....	134,153	56,239	16,772	20,494	12,735	8,394	5,840	13,679	31.4	121,802
Male.....	99,361	45,175	13,029	15,032	8,789	5,581	3,718	8,037	34.0	93,921
Female.....	34,792	11,064	3,743	5,462	3,946	2,813	2,122	5,642	24.2	27,881
Ontario.....	131,485	51,314	15,352	21,223	13,507	7,728	5,337	17,024	26.4	128,007
Male.....	91,549	39,802	11,195	14,661	8,688	4,516	2,951	9,736	26.4	91,082
Female.....	39,936	11,512	4,157	6,562	4,819	3,212	2,386	7,288	26.6	34,925
Manitoba.....	16,787	.....	.....	.....	.....	.....	.....	.....	31.7	15,879
Male.....	12,526	.....	.....	.....	.....	.....	.....	.....	36.6	12,162
Female.....	4,261	.....	.....	.....	.....	.....	.....	.....	17.4	3,717
Saskatchewan.....	11,193	.....	.....	.....	.....	.....	.....	.....	51.6	10,643
Male.....	8,823	.....	.....	.....	.....	.....	.....	.....	56.4	8,798
Female.....	2,370	.....	.....	.....	.....	.....	.....	.....	33.8	1,845
Alberta.....	21,702	.....	.....	.....	.....	.....	.....	.....	34.1	21,085
Male.....	16,863	.....	.....	.....	.....	.....	.....	.....	36.8	17,434
Female.....	4,839	.....	.....	.....	.....	.....	.....	.....	24.8	3,651
British Columbia.....	50,499	22,059	6,196	7,872	4,350	2,793	2,002	5,227	30.7	57,971
Male.....	37,730	18,344	4,814	5,604	2,739	1,658	1,311	3,360	31.1	46,822
Female.....	12,769	3,715	1,382	2,368	1,611	1,135	691	1,867	29.5	11,149

* Includes 4,458 seasonal benefit claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
NOVEMBER, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	10,758	7,867	2,891	6,176	4,663	1,513	5,973
Prince Edward Island.....	1,952	1,671	281	1,028	817	211	1,061
Nova Scotia.....	10,948	6,818	4,130	8,623	6,621	2,002	3,978
New Brunswick.....	11,356	8,910	2,446	8,112	5,730	2,382	4,761
Quebec.....	73,350	49,325	24,525	62,505	48,512	13,993	23,941
Ontario.....	73,737	47,638	26,099	66,343	50,498	15,845	23,077
Manitoba.....	10,232	6,835	3,397	8,065	6,129	1,936	3,921
Saskatchewan.....	7,584	5,548	2,036	5,349	3,843	1,506	3,373
Alberta.....	14,443	9,388	5,055	10,362	7,797	2,565	7,154
British Columbia.....	31,708	20,223	11,485	25,494	18,320	7,174	11,575
Total, Canada, November 1958	246,568	164,223	82,345	202,057	152,930	49,127	88,814
Total, Canada, October 1958	191,215	110,725	80,490	155,160	136,929	48,231	44,303
Total, Canada, November 1957	249,108	156,256	92,852	217,608	169,446	48,162	78,530

* In addition, revised claims received numbered 24,669.

† In addition, 24,943 revised claims were disposed of. Of these, 2,345 were special requests not granted and 2,018 were appeals by claimants. There were 4,180 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT.**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1958—November.....	3,958,800	3,635,300	323,500
October.....	3,907,000	3,624,400	282,600
September.....	3,919,000	3,624,400	294,600
August.....	3,931,000	3,630,200	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,218,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodi- ties and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	121.3	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT
THE BEGINNING OF DECEMBER 1958**

(1949 = 100)

	Total			Food	Shelter	Clothing	House- hold Operation	Other Commo- dities and Services
	December 1957	November 1958	December 1958					
(1) St. John's, Nfld.....	109.8	112.6	112.6	109.5	114.2	103.3	108.7	124.0
Halifax.....	121.1	124.3	124.3	117.7	132.2	116.7	126.5	132.7
Saint John.....	123.4	126.7	126.7	120.8	135.4	117.3	122.7	138.7
Montreal.....	123.4	127.2	126.9	127.1	143.0	107.9	119.2	133.2
Ottawa.....	124.2	126.5	126.5	120.8	146.6	113.1	120.4	133.4
Toronto.....	126.1	129.4	129.1	120.7	154.0	113.7	122.5	136.3
Winnipeg.....	121.6	123.8	124.0	121.8	131.1	116.9	118.2	130.5
Saskatoon—Regina.....	120.1	123.0	122.7	120.2	122.2	118.9	123.6	127.0
Edmonton—Calgary.....	120.0	122.7	122.5	119.1	125.2	115.8	121.2	130.1
Vancouver.....	123.9	127.5	127.8	124.4	137.9	114.8	128.9	133.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-DECEMBER 1957-1958 (a)

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,089	6,078	84,330	0.08
August.....	25	54	15,530	18,495	255,360	0.25
September.....	26	56	32,400	48,444	491,280	0.49
October.....	19	48	3,552	41,537	857,390	0.85
November.....	28	49	6,233	26,898	281,525	0.28
December.....	5	31	3,273	18,129	243,105	0.24
Cumulative Totals.....	260		107,497		2,879,120	0.24
1957						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
July.....	12	34	2,481	16,298	237,740	0.24
August.....	25	42	7,044	14,532	187,450	0.19
September.....	28	49	11,031	20,650	190,045	0.18
October.....	22	48	9,337	14,107	128,275	0.13
November.....	16	38	8,493	12,321	119,125	0.11
December.....	2	18	225	7,327	152,935	0.15
Cumulative Totals.....	245		86,198		1,607,180	0.14

(a) The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS DECEMBER 1958, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Begun(a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-Days December Accumulated				
In Progress Prior to December 1958							
MINING— International Nickel Company of Canada, Sudbury, Port Colborne, Ont.	International Union of Mine, Mill and Smelter Workers, Canada, 598 and 637.	12,500	137,500	697,500	Sept. 24	Dec. 26	Wages, fringe benefits and other contract changes.
MANUFACTURING— Beverages— A Keith and Sons, & Oland and Sons, Halifax, N.S.	International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, No. 361, AFL-CIO/CLC.	161	3,540	14,920	Aug. 21	.....	Wages and union shop.
Wood Products— Kootenay Forest Products, Nelson & Alnsworth; Celgar Co., Castlegar & Nakusp, B.C.	International Woodworkers of America, No. 1-405 AFL-CIO/CLC.	420(b)	9,240	11,440	Nov. 24	.....	Wages.
S. M. Simson Co., Kelowna, B.C.	International Woodworkers of America, No. 1-423, AFL-CIO/CLC.	205	4,510	5,270	Nov. 25	.....	Wages.
Boundary Sawmills, Midway, B.C. Grand Forks Sawmill, Grand Forks, B.C.	International Woodworkers of America, No. 1-423, AFL-CIO/CLC.	205	4,510	5,475	Nov. 25	.....	Wages.
Iron and Steel Products— Sorel Industries St. Joseph de Sorel, Que.	Le Syndicat National de l'Industrie Métallurgique de Sorel, Inc., COCL.	257(c)	5,650	7,450	Nov. 20	.....	Wages, hours and fringe benefits
Transportation Equipment— Griffin Steel Foundries, St. Hyacinthe, Que.	Syndicat des Métallurgistes de St-Hyacinthe CCCL.	133	2,970	5,365	Nov. 6	.....	Disciplinary dismissal of one worker.

TABLE G-2.—STRIKES AND LOCKOUTS DECEMBER 1958, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began (a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-Days December Accumulated				
In Progress Prior to December 1958—Con.							
<i>Electrical Apparatus</i> — Square "D," Co., Canada, Toronto, Ont.	United Electrical, Radio and Machine Workers of America, No. 512.	250	5,500	6,500 Nov. 25	.....	Wages.	.....
Construction— Lockerbie and Hole Western, Edmonton, Alta.	United Association of Jour- neymen and Apprentices of the Plumbing and Pipe- fitting Industry, AFL-CIO/ CLC.	108	2,375	5,555 Oct. 20	.....	Wages and fringe benefits.	.....
Association of Master Plumbers, Edmonton, Alta.	United Association of Jour- neymen and Apprentices of the Plumbing and Pipe- fitting Industry, AFL-CIO/ CLC.	219	6,400	11,930 Nov. 3	.....	Wages.	.....
Commencing in December 1958							
<i>Logging</i> — Anglo-Newfoundland Development, Grand Falls, Nfld.	International Woodworkers of America, AFL-CIO/CLC.	1,360	1,360	1,360 Dec. 31	.....	Wages and hours.	.....
TRANSPORTATION, STORAGE AND COMMUNICATION— Black Ball Ferries, Nanaimo, B.C.	Seafarers' International Union AFL-CIO/CLC.	181(d)	720	720 Dec. 18	Dec. 23	Wages.	Return of workers, fur- ther negotiations.
Canadian Broadcasting Corporation, Montreal, Que.	Association des Réalisateur, CCCL.	1,700	1,700	1,700 Dec. 29	.....	Union recognition.	.....

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.
 (b) 64 indirectly affected; (c) 185 indirectly affected; (d) 71 indirectly affected.

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The Official Journal of the Department of Labour of Canada. Contains items of current interest, statistics and articles on a wide variety of subjects in the labour field, including industrial relations, conciliation and disputes, prices and the cost of living, employment, wages and hours of work, activities of labour organizations, labour legislation, legal decisions affecting labour, activities of the National Employment Service and the Unemployment Insurance Commission, labour demand and supply, immigration, social industrial and economic conditions in other countries, activities of the International Labour Organization.

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standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and wage rates for labourers in manufacturing in 40 cities are also shown. Trends in wage rates are indicated in tables of index numbers by industry.

The information is available in two ways:

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